

Environmental, Social and Governance Policy

1. Purpose and scope

This policy sets out the principles and commitments of Environmental, Social and Governance (ESG) of the Legal Software Suppliers Association (the Association) and its members. It establishes a shared framework to support responsible growth, ethical innovation and trusted digital transformation across the legal technology sector.

The Association represents providers of software and technology solutions to the legal profession and recognises that its greatest influences lie in setting standards, promoting best practice and supporting members to operate in a sustainable, inclusive and well-governed way.

This policy applies to:

- The Association's leadership team.
- All member organisations.
- Partner organisations and suppliers, where relevant.

It reflects the Association's role in supporting a modern, secure and accessible ecosystem for the business of legal software while contributing positively to wider societal goals.

The policy recognises that member organisations operate at different scales with varying levels of ESG maturity. This policy sets out shared principles and aspirations rather than prescriptive requirements: it supports members in their individual ESG journeys while fostering collective progress.

2. ESG principles

The Association is committed to:

- Supporting responsible innovation in legal technology.
- Promoting ethical standards across the sector.
- Encouraging sustainable digital practices.
- Supporting diversity, inclusion and workforce development.
- Strengthening trust in legal systems through secure and transparent technology.
- Aligning with internationally recognised sustainability frameworks, including the United Nations sustainable development goals.

3. Environmental commitments

While the legal technology sector has a lower direct environmental footprint than many industries, the Association recognises the growing impact of digital infrastructure and the responsibility to promote sustainable practices.

The Association will:

3.1 Promote sustainable digital operations and, in particular:

- Encourage awareness of the environmental impact of data storage, cloud hosting and AI processing.
- Support the sharing of best practice on the development and infrastructure of software which is energy-efficient.
- Encourage members to consider environmental factors when selecting suppliers and platforms.

3.2 Support the responsible use of resources and, in particular:

- Promote digital-first working practices that reduce reliance on paper and physical resources.
- Encourage responsible management and disposal of IT equipment.

3.3 Reduce environmental impact of association activity and, in particular:

- Encourage sustainable choices in event planning and travel.

4. Social commitments

The Association recognises that the social impact of legal technology is significant, particularly in relation to access to justice, data protection, workforce development and inclusion.

The Association will:

4.1 Support access to justice and, in particular:

- Encourage innovation that makes legal services more accessible, efficient and affordable.

- Promote technology that supports underserved communities and improves the delivery of legal services.

4.2 Champion diversity, equality and inclusion and, in particular:

- Encourage member organisations to foster inclusive workplaces.
- Support initiatives that improve representation across gender, ethnicity and socio-economic backgrounds.
- Promote equal opportunity in recruitment, progression and leadership.

4.3 Promote skills and workforce development and, in particular:

- Support training, education and professional development within legal technology.
- Encourage collaboration with education providers and industry partners to address skills shortages.

4.4 Protect data and user trust and, in particular:

- Promote high standards of data protection and cybersecurity.
- Encourage members to adopt secure and responsible approaches to handling sensitive legal and personal data.

4.5 Support responsible use of AI and, in particular:

- Encourage transparency in the development and use of AI-driven tools.
- Promote fairness, accountability and human oversight in automated legal processes.
- For practical guidance, Association members should refer to the Association's guidelines for the responsible use of Artificial Intelligence.

5. Governance commitments

Strong governance is central to maintaining trust in legal technology and the wider ecosystem of legal services.

The Association will:

5.1 Promote ethical business practices and, in particular:

- Encourage integrity, transparency and accountability across member organisations.
- Support the responsible development of products and the honest representation of their capabilities.

5.2 Encourage strong data governance and, in particular:

- Promote robust security standards and responsible data management.
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- Support compliance with relevant legal and regulatory requirements.

5.3 Support ethical innovation and, in particular:

- Encourage responsible development and deployment of AI and emerging technologies.
- Promote industry discussion around ethical standards and risk management.
- Where members develop, deploy or use AI systems, encourage alignment with the Association's guidelines for the responsible use of Artificial Intelligence.

5.4 Maintain trust in the sector and, in particular:

- Act in the best interests of the legal technology community and the legal profession.
- Support fair representation and avoid conflicts of interest in association activities

6. Alignment with the UN sustainable development goals

The Association supports positive contributions to the following UN sustainable development goals through its leadership, advocacy and sector influence:

- Goal 4: Quality education - supporting skills development and training in legal technology.
- Goal 5: Gender equality - encouraging inclusive participation and leadership.

- Goal 8: Decent work and economic growth - supporting innovation, productivity and workforce development.
- Goal 9: Industry, innovation and infrastructure - advancing digital transformation in legal services.
- Goal 10: Reduced inequalities - supporting accessible legal services through technology.
- Goal 12: Responsible consumption and production - promoting sustainable digital practices.
- Goal 13: Climate action - encouraging awareness of the impact of the digital environment.
- Goal 16: Peace, justice and strong institutions - strengthening trust in legal systems through secure and ethical technology.
- Goal 17: Partnerships for the goals - encouraging collaboration across industry, academia and regulators.

7. Implementation

The Association will support this policy by:

7.1 Facilitation, not prescription.

The Association will:

- Facilitate knowledge sharing and collaboration on ESG topics.
- Provide opportunities for discussion of challenges and emerging best practice, subject to available resources.
- Support members at different stages of ESG maturity.

7.2 Shared learning.

The Association will:

- Organise discussions on ESG topics relevant to legal software suppliers.
- Share resources and practical guidance.
- Connect members facing similar challenges.
- Highlight sector developments and regulatory changes.

- Commission or curate relevant research where beneficial

7.3 Voluntary member reporting.

Members are encouraged, but not required, to:

- Share ESG initiatives and progress with the Association.
- Participate in collective exercises to report or benchmark.
- Contribute insights that benefit other members.
- Publish ESG information in a format that suits their organisation.

7.4 Respect for diversity across the membership.

The Association recognises that:

- Member organisations range from start-ups to established enterprises.
- ESG priorities and capabilities differ across the membership.
- Members may be at different stages of ESG maturity.
- Progress matters more than uniformity.

7.5 Policy review and open dialogue

The Association will:

- Review the policy periodically to reflect regulatory, technological and societal developments.
- Welcome feedback and suggestions from members on how the Association can better support responsible business practices across the legal technology sector.

8. Policy statement

The Legal Software Suppliers Association is committed to supporting a legal technology sector that is ethical, inclusive, secure and sustainable. By encouraging responsible innovation and strong governance, the Association aims to strengthen trust in legal technology and contribute positively to the future of legal services and society as a whole.

Kevin Horlock
CEO

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