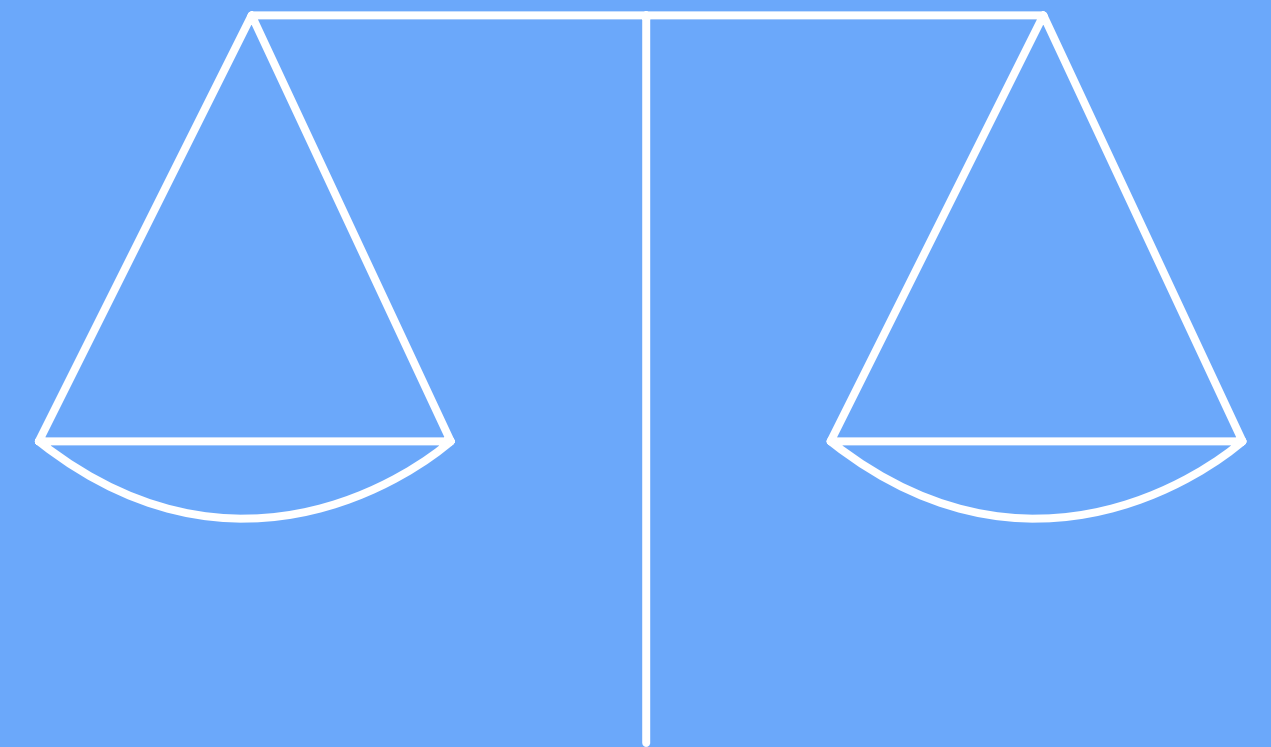
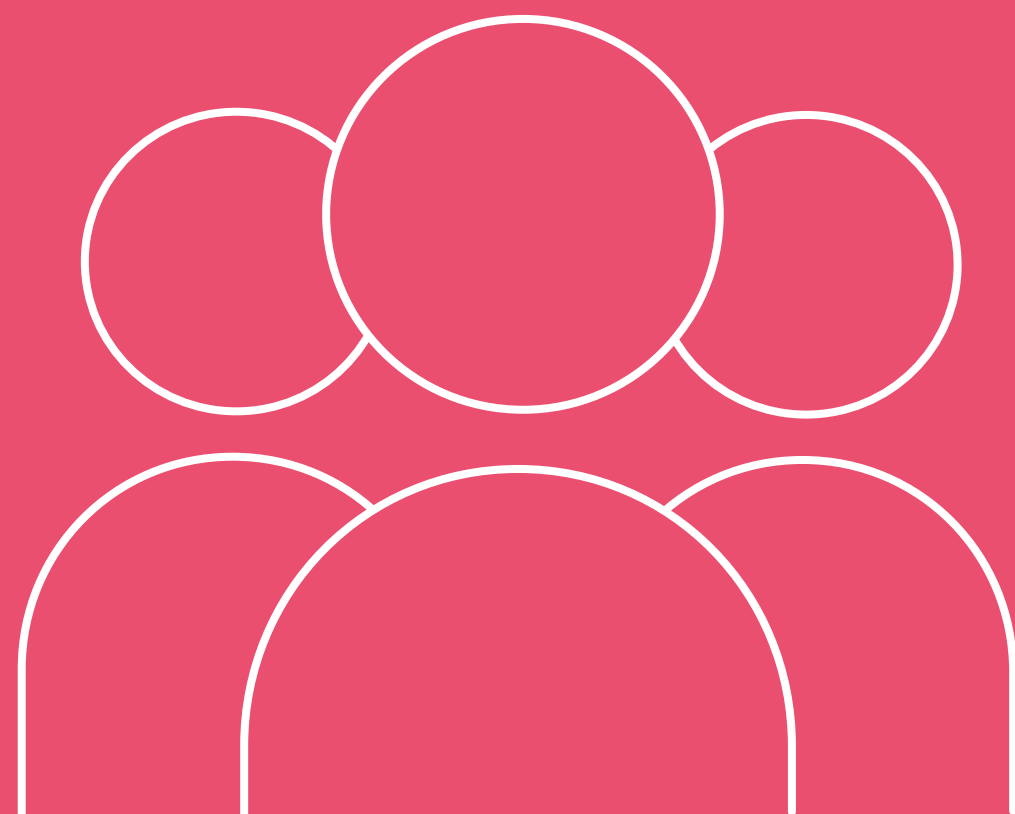


**Corporate Social Responsibility Report**  
2019 – 2020

**Cleaver  
Fulton  
Rankin**



# Contents

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Introduction	3
Our Business at a Glance	4
Our Environment	8
Our Clients	11
Our People	15
Our Society	21



## Introduction from Jonathan Forrester, Managing Director

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**I am delighted to share with you our Corporate Social Responsibility Report for 2019. As a leading commercial law firm in Northern Ireland, being a responsible business is top of our agenda. As demonstrated by our culture, actions and outputs we want to play a positive role in society by supporting our people, clients and the environment.**

Within our company, we are committed to ensuring that we deliver our responsible business targets and objectives. All team members take an active role in developing, communicating and driving forward CSR initiatives. We continue to transform our policies and culture, advocating diversity and inclusion throughout our entire business and implementing sustainable business practices to reduce our environmental impact.

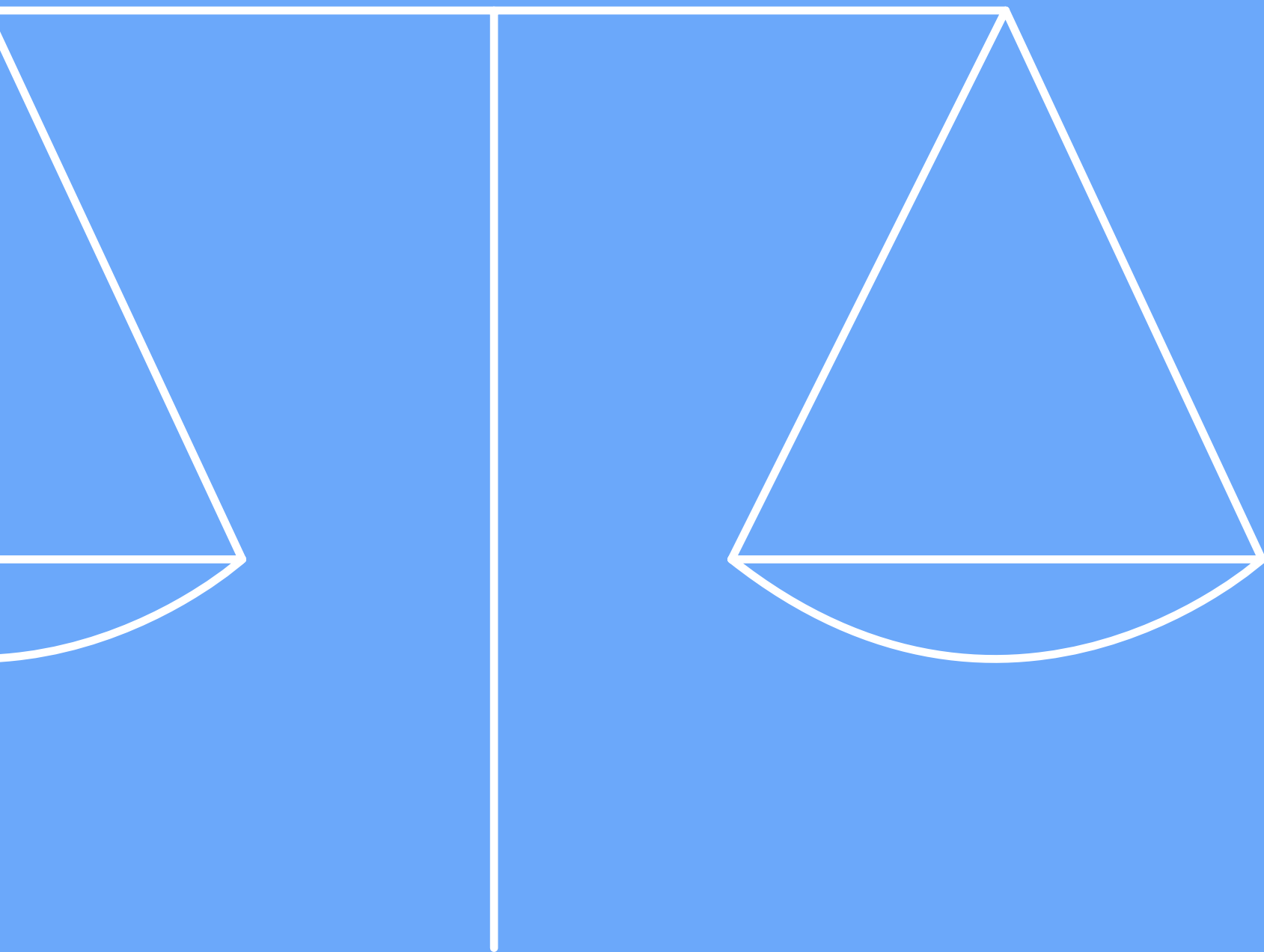
We also encourage our team's passion for supporting others by providing time off to volunteer for charities of their choice, or to help educate the workforce of the future. Indeed, in the last year we have donated 350 hours of employee time to support 21 local community organisations and schools.

We are delighted to have become members of Business in the Community NI, whom we will work with closely in the coming year. We have commenced work to achieve our Diversity & Inclusion Mark with Diversity NI and we have established a CSR Committee, Staff Discussion Group and Diversity & Inclusion Committee to support our management team.

We recognise that conducting business responsibly is now at the core of our corporate culture and it is an integral part of our overall business strategy. This executive report, which will only be produced in digital form, highlights the progress we have made in four key areas throughout 2019. Whilst we hope that the report demonstrates best practice in a responsible business, we know we have more to do. Our team is determined to go even further in the coming year to ensure that we continue to make a positive contribution to the lives of our people and clients, our society and our environment.

Best wishes,  
Jonathan Forrester

# OUR BUSINESS AT A GLANCE

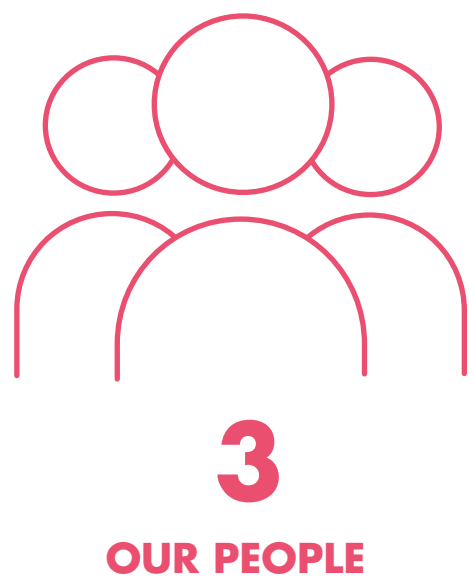




As a leading commercial law firm, Cleaver Fulton Rankin has a fundamental responsibility to contribute to the society that we serve and the communities we are a part of.

**How we do business is as important as the business we do. Therefore corporate social responsibility is a core part of our strategy and an essential tool in supporting the firm to achieve its vision to be known as the most client-focused law firm in Northern Ireland.**

Our commitment to a responsible strategy is incorporated in our business plan, embodied in our core values and demonstrated through our culture, our actions and within our processes. We embed responsible thinking into our operations and invest in responsible activity that ultimately supports and makes a positive impact in [four key areas](#);



## TARGETS

Our long-term ambitions which we hope to achieve by our realistic annual targets, are to;

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- Reduce our impact on the environment year on year by embracing new technologies, working with suppliers who repurpose waste and inspiring our people to make conscious decisions on whether their behaviour would best fit our environmentally friendly approach.
- Support our people to thrive by evolving our people strategies, maintaining a safe and healthy working environment, providing the right development opportunities and looking after their well-being.
- Respect the needs of our clients and other stakeholders by supporting their activity and developing their skills, ultimately proving we are the most client focused law firm in NI.
- Give back to our local community through our charity initiatives, volunteering hours, education and partnerships.
- Align with the UN Sustainable Development Goals, particularly to provide quality education, protect the planet, encourage a healthy lifestyle and promote wellbeing.

**We strive to improve our CSR performance and results year on year.**

## KEY BUSINESS HIGHLIGHTS IN 2019

We completed

**350**

Volunteer Hours

We supported

**17**

charitable causes  
& organisations

We saved

**289**

trees through paper  
recycling

We recycled

**10  
TONS**

in mixed  
materials

We delivered

**16  
CLIENT  
SEMINARS**

to over

**500  
PEOPLE**

**47%**

of our female staff are in  
Senior Management

**26**

of our team are  
Dementia Friends

We promoted

**13**

team members

We maintained

**INVESTORS IN PEOPLE 2019 – 2022**

We completed a total of **857.5 HOURS** of  
**CONTINUED PERSONAL DEVELOPMENT**

We recruited a dedicated resource:

**A CSR ASSISTANT**

We supported

**5**

Health & Wellbeing  
campaigns



# **1. OUR ENVIRONMENT**

# At Cleaver Fulton Rankin we are committed to protecting and enhancing the environment, achieving high standards of environmental performance, preventing pollution and minimising the impact of business operations.

## Power Saving / Energy Management

To reduce our energy consumption:

- All computers go into sleep mode after seven minutes and turn off after two hours
- Photocopiers go into hibernation mode after 15 minutes out of use
- Lights switch off in areas not in constant use (Meeting rooms, toilets, offices etc)
- Radiators are on a timer and have set temperature limits
- Hot water taps are switched every evening and over the weekend
- We only use LED light bulbs which save electricity, last longer and emit more light. LED lightbulbs also help to minimise greenhouse gas emissions

In 2019 we introduced an internal Energy Saving Campaign to encourage our people to opt to use the stairs instead of the lift, remember to switch off office lights when not in use, use heating responsibly and turn off all electrical devices to save energy. Posters were implemented across our premises and environmental communications sent regularly.

## Recycling & Waste Reduction

As a sustainable business, we are committed to reducing the amount of waste we send to landfill by recycling all paper, plastics, glass, cardboard, toner cartridges and batteries.

We have mixed recycling points located throughout our premises and we continually review our waste production to ensure we challenge our waste levels and reduce our impact on the environment. In 2019, we reduced the amount of waste sent to landfill by 10% based on the previous year.

### 1. Mixed Recycling

All recycling is collected weekly and taken to a facility to be sorted into separate material streams such as plastic, metal and glass ready to be used in re-manufacturing. Over the last year we have maintained our recycling levels at 10 tons or 10,000 in Kilograms – that’s about the weight of 2 elephants!

### 2. Paper

Our paper goes to Huhtamaki in Lurgan who use it to make egg packaging and cup carriers for McDonald’s and all the main retailers in the UK and Ireland.

### 3. Plastics

Our plastics are transformed into pipes for the agricultural, civil engineering and construction industries by Cherry Plastics at their sites in Crumlin, Lurgan and Dungannon.

### 4. Glass

Our glass is re-purposed to make new bottles for local products such as Bushmills and Baileys by Encirc in Fermanagh.

### 5. Confidential Paper Recycling

The confidential paper is collected by ‘Shred-it’ and taken to its accredited facility. Through recycling with Shred-it over the last year we have saved 289 trees, an increase of 22 trees on previous year.





**6. Confidential Data**

Confidential data stored on hard drives, USB sticks etc. are also shredded and then incinerated to produce energy.

**7. Food Recycling**

Food left over from events and meetings is donated to The Welcome Organisation, a charity which supports the NI homeless community. The outreach team who operate throughout Greater Belfast collect and distribute food every day to people living on the streets. This prevents wastage, but more importantly supports the needs of our local community.

We also recycle our Nespresso coffee pods with Lyreco. Once used and our bags are full, the pods are taken by ‘Key Waste Solutions’ to Granville Eco Park Ltd in Dungannon where they go through an anaerobic digestion process generating electricity and fertilizers.

**8. Electrical Waste**

Assets are reused wherever possible and where assets are beyond economical repair, they are recycled in accordance with the Waste Electrical and Electronic Equipment Directive (WEEE). Through this, our printer cartridges are collected and then taken by ‘Clover Imaging’ who re-manufacture and recycle them.

**9. Carbon Footprint**

To reduce our carbon footprint we actively encourage our people, where possible, to cycle and walk to work or to meetings. For those who live further out we offer a reduced rate yearly train pass to encourage the use of public transport and reduce carbon footprint.

We also educate our people on the impact of unnecessary travel to ensure they make smart and informed choices when considering whether to attend or host a long distance meeting, which can also be facilitated by teleconference.

Towards the end of 2019, we began reviewing the impact of our business air travel. Reducing overall emissions is clearly the preferable approach for Cleaver Fulton Rankin, however when air travel is absolutely necessary to negate the impact on the environment we introduced a business funded carbon offsetting programme.

All travel is tracked and the firm counterbalances our climate pollution by investing in an environmental friendly project. A detailed update on our annual investment and impact will be provided in next year’s report.

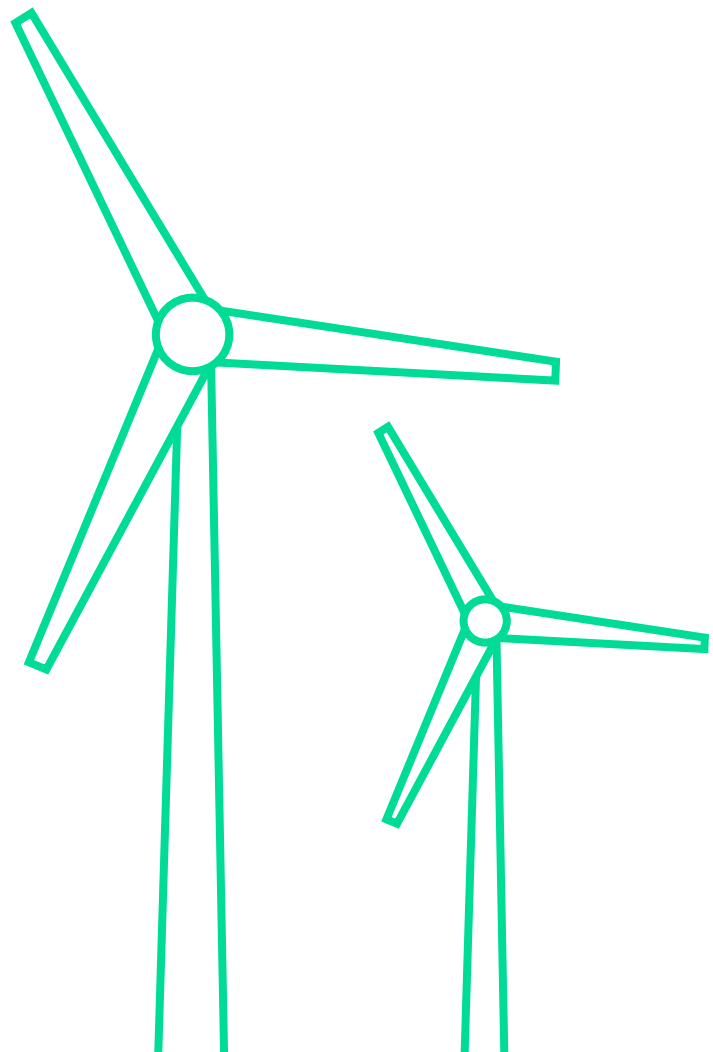
**Events**

Our Energy & Renewables team held a landmark conference called ‘Vision 2050: Options for a New Northern Ireland Strategic Energy Framework’, which saw decision-makers and influencers address the challenges of the energy environment, climate change and new demands from consumers. SSE, Phoenix Natural Gas and NIE Networks sponsored the full-day event. Speakers included senior officials from across the NI Civil Service, industry leaders and politicians, with a keynote address from Richard Rodgers, Head of Energy at the Department of the Economy and Jenny Pyper, Chief Executive at the Utility Regulator. In addition, our Commercial Property team held a number of events regarding infrastructure and sustainability, including ‘Urban Living’ which brought together three leaders from Northern Ireland’s built environment sector to discuss urbanisation in the local context and the ‘The Future of Property Development – How we work, live and play’.

More recently we hosted a Business in the Community ‘Environment Strategy Consultation’ with the Department of Agriculture, Environment and Rural Affairs. This event gave local businesses an opportunity to express views on the upcoming vital policy shift which will impact Northern Ireland for years to come.

We are committed to reviewing our activity and making changes to minimise our carbon footprint and impact. Due to on-going review and internal campaigns, we have reduced our carbon footprint in one year by using less heat, electric and paper. Further to this, by working with responsible suppliers such as our electricity supplier, we are using 35% of renewable energy, reducing our costs and allowing a saving of approx. £3k annually.

In 2020, we will continue to find strategies to reduce the environmental impact of our business operations, carbon footprint and reduce waste. We will continue to deliver positive results in our collaborative approach. Management will work to bring in best practice to our firm as new ways of protecting the environment emerge. We are committed to being open with our employees and our local community in relation to our efforts in reducing our environmental impact.



## 2. OUR CLIENTS



Cleaver Fulton Rankin’s vision is to become the most client-focused law firm in Northern Ireland. We are committed to putting our clients at the heart of everything we do. They must feel welcome, appreciated and understood – and know that we are genuinely interested in their situation and able to offer legal solutions relevant to them.

**Developing Client Knowledge**

We understand that the business environment is constantly changing and evolving which means that the needs of our clients and their businesses are continually changing. We pride ourselves in adapting to changes in the business environment through continuous learning, development and training of our employees who subsequently educate clients on the impact these changes may have.

In 2019 our team delivered 16 free tailored seminars and workshops to over 500 business people in our community, shared 44 educational articles through client newsletters and online channels, introduced informative legal podcasts and adapted to changes in the economy by implementing a Brexit and Immigration team.

**Providing the Right Experts**

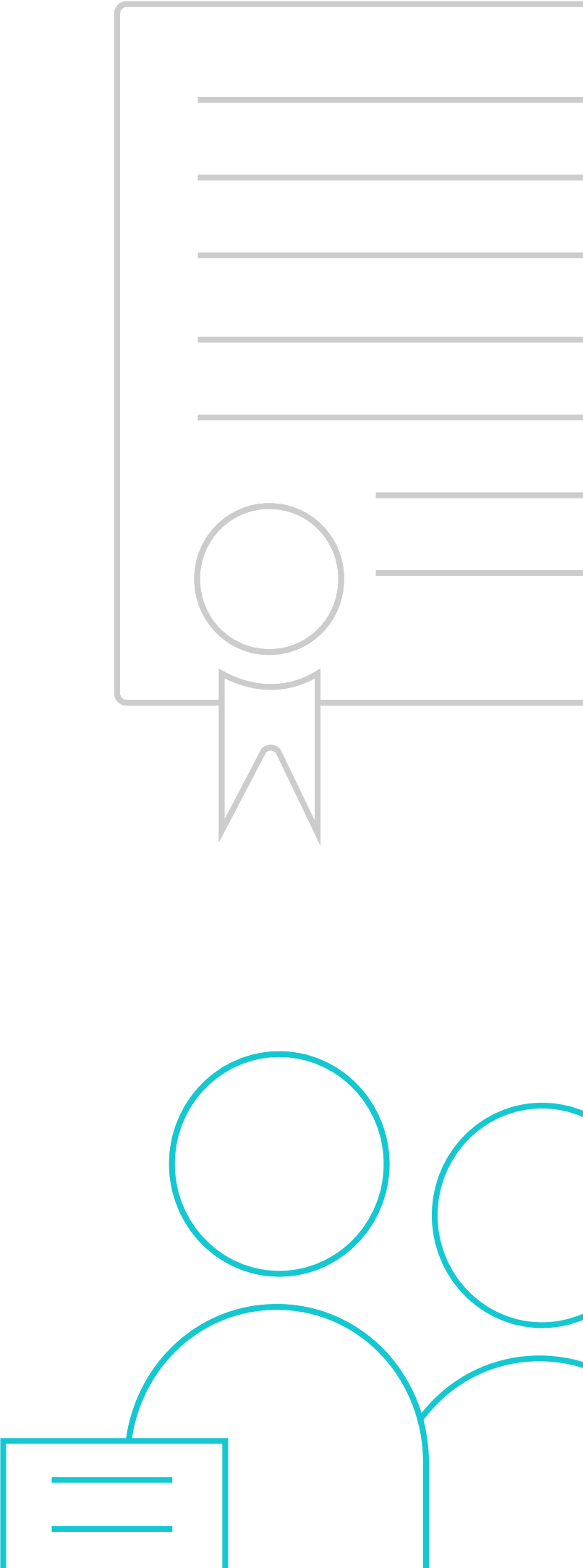
We strongly believe in Continuing Professional Development (CPD) within the firm to ensure consistent improvement in client care, business development, compliance, and customer service. We go over and above what is required for continued personal development of our staff to ensure we deliver the best material to grow their knowledge and skillset. This year our HR and CPD Director updated our firm’s CPD policy, which supports our people in developing their knowledge and expertise, ensuring our clients are benefiting from industry leading professionals.

We provide legal education through regular internal webinars, seminars, and workshops and seek out relevant external training, which supports the needs of all our practice areas. We know it is important to develop our employees and encourage them all to get involved. This is evident over the last 12 months, where our team completed 857.5 CPD hours.


**Quality & Client Feedback**

Our commitment to our clients is at the centre of what we do. We strive to provide our clients with the highest quality service and legal advice. Our quality accreditation has recently been upgraded to ISO 9001/2015 LQS, the scope of which covers “the management and administration of the firm’s legal services.”

We listen to our clients in many different ways – during face-to-face meetings, telephone conversations or emails and encouraging engagement through our social media channels. We provide clients with a client satisfaction survey and regularly review and analyse the data and trends. All feedback is discussed at monthly meetings with senior management. Any training requirements are identified and implemented to continually improve our service offering and approach for our clients.





A close-up, slightly blurred photograph of a person's hands typing on a laptop keyboard. The image is overlaid with a semi-transparent teal color. On the right side, there is a white quote in a bold, sans-serif font. Below the quote, the text '- Chambers UK' is written in a smaller, white, sans-serif font.

**“ The firm’s reputation is based on the quality of the work, and the long list of successful outcomes achieved for me as a client reflects their expertise. ”**

– Chambers UK





## Keeping Our Clients Safe – Data Security

We are aware of the importance of data security. It is our priority to keep our clients' information safe through continual investment in our IT security systems and the education of our staff. This year;

- Cleaver Fulton Rankin team members received updated in-depth Data Protection training facilitated by our Data Protection officers, on the importance and risk of Data protection.
- We have maintained the UK Cyber Essentials Security standard, IASME and ISO27001 certifications for Information Security Management System, the scope of which covers the entire firm.
- We invested in updating our email security with a Mimecast cybersecurity solution.

## Financial Crime

As a firm we are committed to preventing and taking measures to guard against being used as a medium for money laundering, terrorist financing and any other financial crime. In line with laws on financial crime and the Financial Conduct, we have appropriate systems and controls in place to counter the risk of Cleaver Fulton Rankin being used to further financial crime or of any client or counterparty being associated with criminal activity. All Cleaver Fulton Rankin team members received updated training on Anti Money laundering and suspicious activity reporting in the last 12 months.

## Dementia Friendly Training

We are proud to say that 26 of our team members have received Dementia friendly training from the Alzheimer's Society Northern Ireland during Dementia action week 2019. Many people affected by dementia can feel that society fails to understand the condition they live with. Dementia Friendly training helped to raise awareness and understanding, so that our clients living with dementia can continue to feel at ease with our team members.

## Family Friendly Facilities

Cleaver Fulton Rankin is proud to provide a family friendly facility for our clients. We installed a baby changing facility in our restroom, with nappy disposal and updated our meeting room layouts to accommodate the use of a pram. We are also a breast feeding friendly office and provide a breastfeeding room upon request with privacy and comfort.

## Accessible Office

With 1.2% of the Northern Ireland population in wheelchairs, during the redevelopment of our premises, we introduced simple changes to make it more adequate for wheelchair users. This includes a low-level section on our reception desk, permanent ramp access to our meeting rooms, and an accessible toilet.

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**“Quality service and an excellent client experience, particularly in difficult and complex matters. ”**

– Chambers UK

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**“They are good guys who are hard-working, responsive, deliver high-quality commercial legal advice and will fight for their client’s interests.”**

– Chambers UK

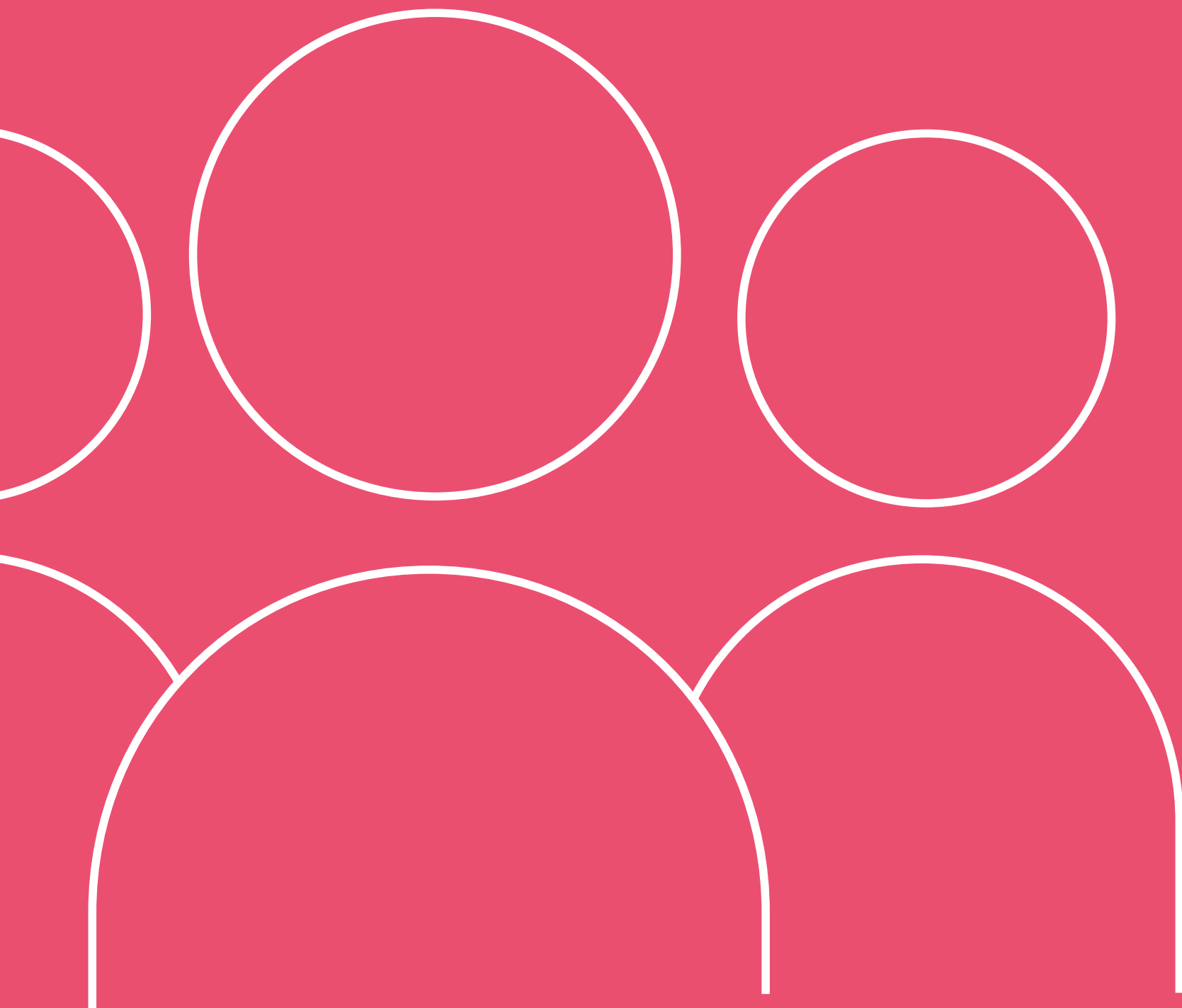
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**“Oozing quality and expertise. Very responsive, with excellent client care.”**

– The Legal 500 UK



### **3. OUR PEOPLE**



At Cleaver Fulton Rankin we pride ourselves in being a responsible employer. Our people are our greatest assets and each play a key strategic role in the development of our team, our services and the growth of our business. We therefore invest in them through our initiatives and positive policies.

**Learning & Development**

We believe in investing in our people through learning and development to ensure they reach their full potential and benefit from great opportunities to pursue their career goals. Personal growth is the key to success and maintains our high performance and status as one of the leading commercial law firms in Northern Ireland. Our CPD approach is carefully designed to provide support to all team members at every stage of a career. In 2019 we;

- Hosted 20 internal seminars and workshops, facilitated webinars and specialist talks to engage our employees in many types of training.
- Provided additional opportunities for employees to take training courses externally to gain specialist knowledge and skills.
- We implemented a new digital system to track all training across the firm. For the first time we were able to accurately analyse and monitor training with the support of the HR, IT and CPD teams.

The growth of our talent is vital. Learning never stops at Cleaver Fulton Rankin and we actively encourage an ethos where knowledge is shared and our people help one another to learn new skills and expertise.

**Performance Management**

As a business, we ensure we support and provide the right opportunities for our people. We work with each employee to set realistic objectives aligned with our vision and approach and conduct meaningful two-way performance conversations, which are supported by relevant personal development plans that are reviewed and appraised regularly.

In 2019, we implemented a new promotion policy which highlights criteria for promotion and clearly outlines how this is achievable. Over this period we are delighted to have internally promoted 13 of our people.


We introduced an updated KPI policy and successfully embedded new technology for our people to track their performance digitally throughout the year, giving them full sight of their targets and a better understanding of progression and achievements.

**Professional Memberships**

We invest in funding professional memberships for our business e.g. NICC, BITC, WIB, as well as our individuals e.g. CIPD, RSUA, EPANI etc to enhance skills and connections through resources and networks.







**“ We believe in investing in our people through learning and development to ensure they reach their full potential and benefit from great opportunities to pursue their career goals. „**



### Diversity & Inclusion

We are an equal opportunities employer and are dedicated to creating a culture that is diverse and inclusive. We value every employee within Cleaver Fulton Rankin and we are proud of our diverse workforce and inclusive environment, where all employees are supported in achieving their potential. Since our previous report the firm has:

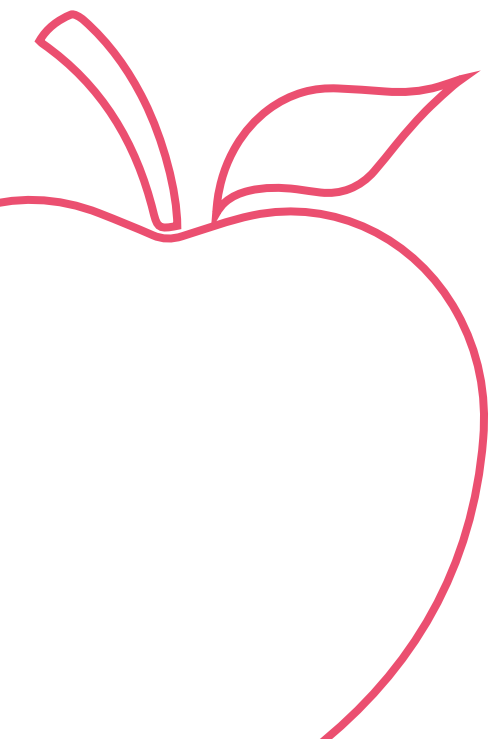
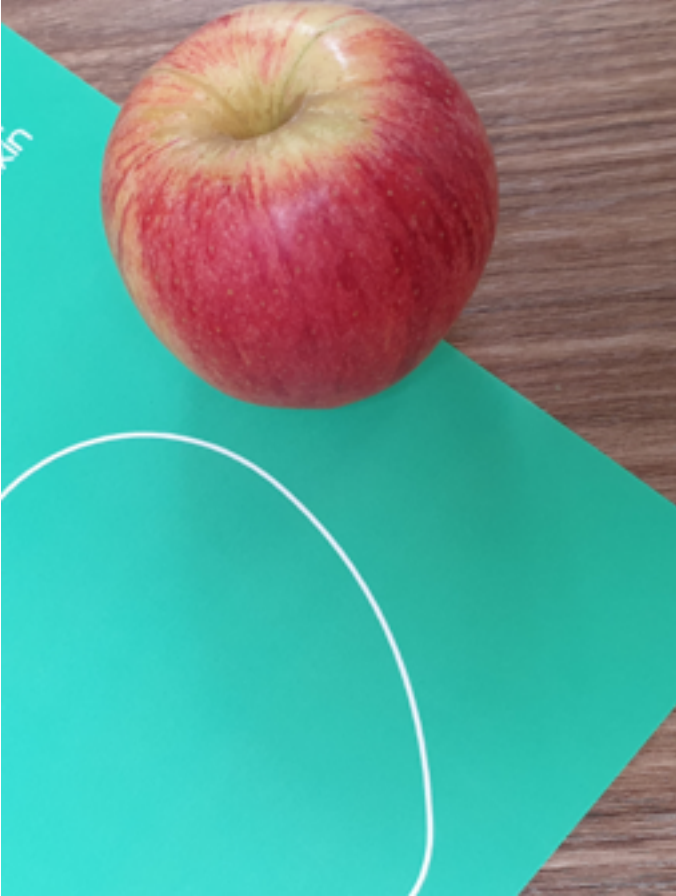
- Established a Diversity and Inclusion working group to drive development of our approach.
- Updated our Equality and Diversity training which also included Mental Health awareness delivered by Mindwise NI. Our training sessions attended by all team members covered age, disability, race, religion, gender, sexual orientation and mental health.
- Commenced working with the Diversity Charter Mark NI, which will allow us to develop our strategy, enhance a positive working environment and make positive action plans.
- Continued to champion gender diversity as one of the only Northern Irish Law Firms who have 44% female senior directors within our firm and 47% females in senior management.

### Benefits / Health & Wellness

At Cleaver Fulton Rankin we understand the importance of our employees’ health and wellbeing and have actively engaged with health professionals, external bodies and charity partners. In general we;

- Promote exercise within our firm - we offer our staff discounted gym memberships and provide lunchtime yoga classes to promote health and wellness.
- Provide health services such as BUPA health care and Specsavers eye care.
- Promote our CSR Day volunteering programme – to improve physical and mental health, each employee is entitled to spend a day each year volunteering during working hours.
- Provide all team members with Law Care membership, an organisation who promote mental health and wellbeing in the legal community.
- Host socials every month for our staff to engage with one another and create a relaxed working environment with regular dress down days.
- Understand the importance of work-life balance and provide tailored working arrangements to support family life without impacting business needs.
- Offer a competitive employee benefits package to all employees and trainees, which includes: annual leave entitlement (increased based on years’ service).

“We are one of the only Northern Irish Law firms who have 44% female senior directors.”





**In addition, in 2019 we;**

- Launched a Responsible Business Hub on our staff portal to host health and wellbeing fact sheets and information, our CSR activity calendar and all CSR related policies and opportunities.
- Implemented internal health and wellbeing awareness campaigns throughout the year.
- We provided breakfast and a week of activities to encourage a healthy lifestyle throughout healthy eating week.
- Invited everyone for a 'tea and talk' on World Mental Health Day.
- Highlighted the importance of looking after your mental health with motivational messages and treats on Blue Monday.
- Thanked everyone for putting their hearts into their work on Valentine's Day, as well as encouraging everyone to share, care and support each other.
- Hosted a day of education, exercise and fun for all on International Women's Day.

All campaigns included a unique desk drop printed on recyclable paper and related goodies, supported by communications and fact sheets on our Responsible Business Hub and events within the premises. We also ensured that team members currently not in the office received the campaign material or invites by post, as well as any agencies involved in the creation.

- Created a new Employee Benefits handbook to clearly present and communicate all key information on health, wellbeing and employee benefits.
- Hosted Paediatrics first aid training sessions open to all team members as a family friendly initiative. 20 team members can now confidently provide first aid care for children while awaiting the arrival of the emergency services.
- Supported each other at awards e.g. every female Director in the firm supported our BD & Marketing Manager at the Women in Business awards ceremony where she won the accolade for Best Marketing Campaign 2019.
- Renovated our staff breakout area making it a more modern and inclusive environment for all team members.

**Family Friendly Policies**

Over the last 12 months, we have reviewed our policies and introduced new or improved existing family friendly policies, such as our remote working policy and maternity / paternity policy. We understand the importance of retaining our valuable people and relieving unnecessary stress where we can easily do so. These policies enable our team members to balance their work and family lives and still fulfil their obligations to both.







Communication is at the heart of our firm and our CSR approach. Our commitment to a responsible strategy is incorporated in our business plan, embodied in our core values and we aim to demonstrate these values through our culture, our actions and within our corporate policies and communications.

Our leaders encourage openness with all team members through continuous and effective communication using firm wide bi-annual updates, led by our Managing Director, regular staff portal communications and monthly department and team meetings.

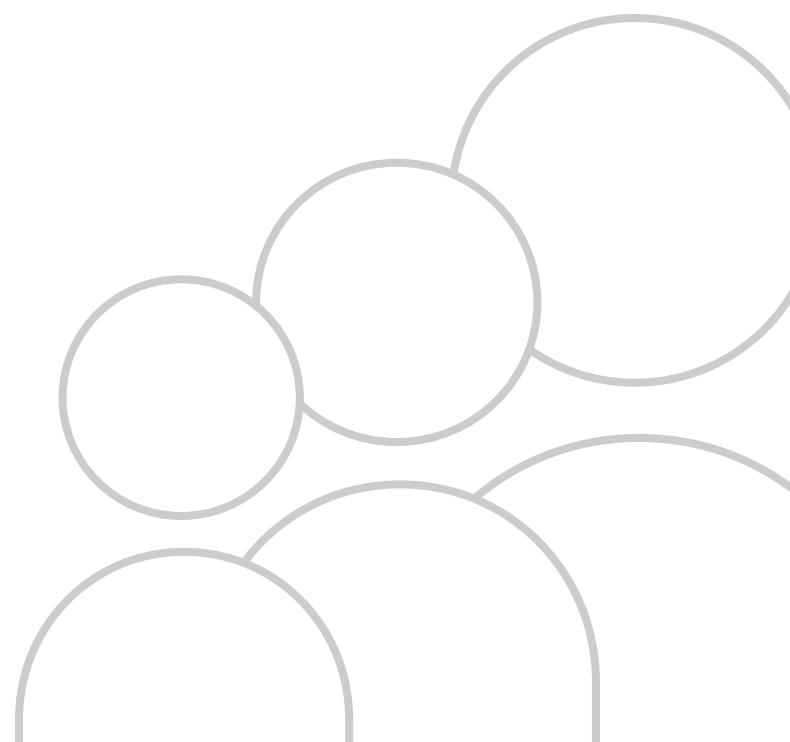
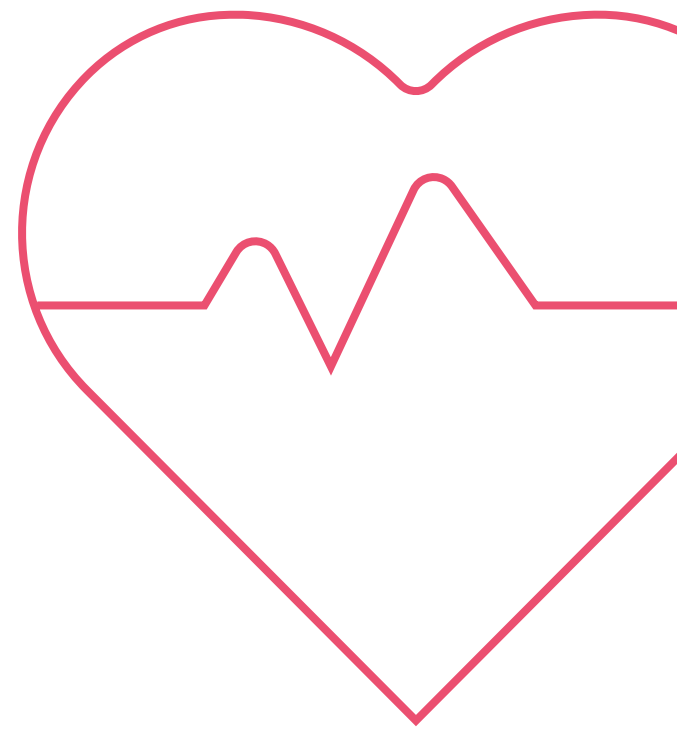
Members of the wider business take an active role in developing, communicating and driving forward new initiatives, through representation within our Marketing & CSR Committee, Staff Discussion Group and Diversity & Inclusion Committee, who meet regularly.

#### **Investors in People Accreditation (IIP)**

We are delighted to have renewed our Investors in People standard for 2019–2022. The standard is recognition of the firm’s commitment to good people management. Evidence of our positive people management practices meant the firm surpassed the IIP legal benchmark scores for areas such as successful leadership, positive culture, progression opportunities, investment in continued personal development, improved performance management strategy, effective communication and employee benefits.

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**“We hosted Paediatrics first aid training sessions open to all team members.”**







### **3. OUR SOCIETY**

We have been in business in Belfast since 1893 and we take our role in supporting our society very seriously. We have a sustained commitment to supporting our clients, nurturing and developing our people and making a positive contribution to the local community.

### Education & Employability

The firm not only invests in the on-going training of our professionals. We also enhance employability through our work experience programmes and summer placement schemes offered to local schools and universities, through our Trainee Solicitor programme and attending career fairs throughout the year.

In 2019 we;

- Recruited 4 new trainees to our firm, one of which had been on work placement a few years before.
- Hosted 12 work experience students, during our 6 programmes. Students gave positive feedback on their experiences.
- Attended 4 schools across NI to talk about career opportunities in a Legal, HR and Marketing profession in partnership with Young Enterprise.

- Attended 4 career fairs at local Universities and schools.
- Guest lectured at Ulster University supporting course co-ordinators with delivery of modules using legal presentations and taking classes on Alternative Dispute Resolution and social media. We were delighted to offer real life work experience to course attendees and most recently we hosted students undertaking a Masters in ADR.

**In 2020 we plan to increase our trainee intake to a total of 5, who will complete a full 2 year training programme with the firm. Our trainees become valued members of our team, working alongside our skilled solicitors on real-life cases and matters. They don't just listen and learn, each trainee is given real tasks and responsibility for certain aspects of instruction.**





## Volunteer Programme

In 2019 we launched a new corporate social responsibility initiative to support the wider local charitable community, and to encourage firm-wide participation in volunteering. We wanted to make it easier for our team to support charitable causes close to their heart by giving them one day a year each, to volunteer for their charity of choice during working hours.

We are pleased to report that our volunteering initiative has been a success and has made a positive impact on our people and the community. We exceeded our target of volunteer hours by 16%, donating 350 hours of time to 17 charitable causes throughout 2019.

We have developed and nurtured positive relationships between our people and built a sense of community with the organisations we've worked with. Our team have made an impact in local schools through facilitating STEM workshops, helped combat loneliness at nursing homes, assisted charities to prepare for events or fundraise, helped disadvantaged individuals complete forms and got their hands dirty gardening, cleaning dog kennels and painting.

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“I have thoroughly enjoyed taking part in the volunteer programme at Cleaver Fulton Rankin. It really is a rewarding experience to give back to a cause that you hold dear.”

– Leah



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“I have really enjoyed using my CSR day at Assisi Animal Sanctuary, I would recommend everyone in the firm to avail of their CSR volunteer day. It was an enjoyable day spent with my fellow colleagues.”

– Jenny







“I really enjoyed spending my CSR day volunteering for Action Cancer, a fantastic cause whose work supports so many. If anyone is thinking about volunteering I would certainly encourage them to do so. It is a very rewarding experience.”

– Nemonie



“We all had a really great day volunteering at the Donegal community gardens. I felt I gained a sense of achievement and satisfaction in the knowledge that we’ve personally helped people in the local Belfast community through this opportunity. I enjoyed spending time with my peers out of the office, we had a fun day together and it felt good giving back using our CSR day.”

– Chris







## Donating & Supporting Appeals

Throughout the year we have supported our team’s fundraising activities including bake sales, abseiling and taking part in a range of marathons and runs across the UK. We believe in encouraging charitable support and giving back to our local community by supporting and promoting each other.

We raised £1309 for local charities. Most recently we donated £400 to The Rainbow Project. This money was raised through a staff raffle with one prize being to donate all the funds raised to a charity of their choice. This donation, as well as becoming members of the Diversity Mark, has started our journey to enhance our approach regarding diversity and inclusion.

In December we supported the Cash for Kids Christmas Gift appeal, encouraging our staff to donate one gift to a disadvantaged child in NI, as well as volunteer at their warehouse.

## Pro Bono

Our legal professionals sit voluntarily on boards and provide pro bono services to help those in need of legal advice but are unable to cover the costs of legal fees. Our pro bono work is directed at clients who we consider to be very deserving or who face legal issues that we believe are especially important to our communities or to society as a whole. We particularly use and apply our legal expertise to assist small charities with issues such as lease negotiations and advice on administrative responsibilities.

## Volunteering Office Space

Our office provides a private modern meeting space in a fantastic city centre location with superb amenities for charities, social enterprises or clients. Our support team at Cleaver Fulton Rankin are experts in event management and help a range of organisations with planning and hosting board meetings, interviews, round table discussions, seminars, training etc.

## Partnerships

Cleaver Fulton Rankin work with a range of bodies, charities and businesses in the local community.

We have strong ties with Will to Give which was established to promote charitable giving or gifts through wills. Michael Graham, Director of Private Client at Cleaver Fulton Rankin was a founding member of this charity and hosts regular meetings at our offices. We also enjoy a strong relationship with Belfast City Council and are members of both their US and Chinese Stakeholder Groups which promote Belfast and strengthen our connection with our sister cities.

We were pleased to begin a new partnership with Business in the Community NI in 2019 and look forward to getting involved in more exciting opportunities that the partnership opens up to us.

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“Most recently we donated £400 to The Rainbow Project. ”

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“We particularly use and apply our legal expertise to assist small charities ”

**Responsible People.  
Responsible Business.**

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