

# Baker McKenzie.



## UN Global Compact Communication on Progress



## UN Global Compact: Communication on Progress

Baker McKenzie is a truly global community of 60 nationalities across 77 offices in 47 countries, brought together by a culture of friendship and collaboration.

As a participant in the UN Global Compact, we are proud to leverage our talent, insight, resources and relationships to make a positive and lasting impact on critical issues affecting society. We do this in collaboration with our colleagues, clients, communities, non-profit organizations and other key stakeholders.

We are pleased to share our Communication on Progress, which outlines the practical actions taken by our Firm to support the UN Global Compact and its Ten Principles on human rights, labor, environment and anti-corruption. These Principles are aligned with our values and are reflected in our business strategy, culture, and day-to-day operations. The Ten Principles are also outlined in our Code of Business Conduct, which is publicly available and required reading for every Baker McKenzie employee worldwide.

We remain committed to promoting sustainable business practices for the benefit of our people, our clients and the communities where we operate. We see our investments in these efforts as not only good business, but the right thing to do.



Paul Rawlinson  
Global Chair  
Baker McKenzie



# Human Rights and Labor

Human Rights Principles	Labor Principles
<ul style="list-style-type: none"> <li>- Principle 1: businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li>- Principle 2: make sure that they are not complicit in human rights abuses.</li> </ul>	<ul style="list-style-type: none"> <li>- Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li>- Principle 4: the elimination of all forms of forced and compulsory labor;</li> <li>- Principle 5: the effective abolition of child labor; and</li> <li>- Principle 6: the elimination of discrimination in respect of employment and occupation.</li> </ul>

Baker McKenzie is committed to respecting and supporting human rights, including fair labor practices, throughout our global operations and in our sphere of influence.

## Our People

Baker McKenzie believes that all our people deserve respect, support and equal treatment. We support human rights and fair labor practices, including through the promotion of diversity and inclusion in our policies, culture and hiring practices; by supporting the professional growth and development of our people; and through policies that promote dignity and safety in our workplaces.

## Diversity and Inclusion

Baker McKenzie was founded on the idea of diversity. From our earliest days, we have strived to nurture a respectful, inclusive environment that encourages diverse individuals to thrive personally and professionally as full contributors to the success of the Firm and the clients we serve. Our global community includes people of diverse creeds, colors, ethnicities, religions, sexual orientations, gender identities and expressions, socio-economic backgrounds, disabilities, and a range of other human differences.

Cultivating a diverse and inclusive workplace is top of our agenda - we have been named as The

Most Innovative Lawyers in Diversity by the *Financial Times*, and we understand that fostering a culture of respect and inclusion creates a dynamic and happy workforce. To ensure we maintain a focused agenda, we have a Global Diversity and Inclusion Committee comprised of members from all four of our world regions that is chaired by a member of our Executive Committee.

As outlined in our [Code of Business Conduct](#), we do not permit or tolerate discrimination in our workplaces. This means:

- All personnel decisions must be: a) respectful of differences among employees and potential employees, b) based on factors relevant to their ability to perform the work they are, or would be expected to do, and c) in accordance with all applicable laws and regulations.
- This includes decisions related to the recruiting, hiring, assignment, compensation, training and development, promotion and dismissal of personnel, as well as other terms and conditions of employment.
- Applicable local laws, which we follow, vary, but differences that we strive to overlook in

personnel decisions include race, color, creed, religion, citizenship, national origin, ethnicity and/or cultural background, age, sex, gender, gender identity/expression, sexual orientation, marital status, pregnancy and disability.

We have implemented global Diversity and Inclusion policies, including those related to gender and LGBT.

With respect to gender, we seek to foster women leaders in our senior global roles but we are also focusing on ensuring that women are leaders of our most significant client relationships. In 2012, we adopted a gender policy designed to encourage the recruitment and retention of more women, and provide greater opportunities and support for women to assume leadership roles. At the partner level, we have set gender diversity aspirational targets - we are working to ensure that women comprise at least 40% of local/national partners and at least 30% of principals and those in leadership positions.

With respect to LGBT, we are committed to creating and maintaining an open and supportive working environment where our colleagues can succeed and build successful careers, regardless of their sexual orientation or gender identity and expression. This includes equal opportunity for advancement and development within the Firm and the equal provision of benefits to same and opposite sex partners or spouses.

Additionally, we have put in place a range of programs aimed at cultivating an inclusive work environment, including:

- **Unconscious bias training** - These training seminars help address unconscious bias in evaluations, work allocation and promotion discussions, as well as day-to-day office relationships.
- **Global Listening Ear Scheme** - The scheme provides partners and staff with a sounding board and informal support and guidance around one-off personal topics or challenges.

- **Agile Working** - Agile or flexible working arrangements have been in place in many of our offices over the years. However, following employee feedback we have now developed one holistic approach to be rolled out globally to all employees. The program focuses on remote working; reduced working hours; alternative hours; and time out of the office. We anticipate that these measures will increase productivity and efficiency from our workforce; reduce absenteeism; improve the health and wellbeing of our people; reduce turnover; and improve morale.
- In the UK, we were one of the first two organizations in any industry to become Contextual Recruitment Pioneers and to introduce name-blind recruitment.

As a result of these efforts, we have been recognized by *Working Mother* magazine and the Flex-Time Lawyers organization as one of the top law firms for women, and the Best International Firm for Women in Business Law by the Euromoney Legal Media Group. We have been named among the top employers for LGBT employees by Stonewall, the Human Rights Campaign and Pride in Diversity.

## Harassment - Healthy and Safe Work Environment

As outlined in our [Code of Business Conduct](#), we do not tolerate harassment in the workplace. We are committed to maintaining a healthy and safe work environment in all offices. Dangerous, abusive or violent behavior, or the threat of such behavior, is prohibited and will not be tolerated.

## Professional Support and Development

We are committed to developing the talents and skills of our people, and we actively promote a culture of learning within the Firm. Employees are encouraged to expand their knowledge and expertise throughout their careers - this culture of learning is underpinned by our comprehensive Development Framework, one of the first of its kind adopted by a law firm and selected by





Harvard Business School as one of its best practice case studies on talent management. The Framework outlines the skills and personal qualities employees need to be successful when working here, and offers a clear roadmap to success to help employees fulfil their potential.

## Our Communities

In addition to respecting human rights and fair labor practices in our own operations, we believe that one of the most significant contributions we can make is through the provision pro bono legal services and our engagement in community service globally. Some highlights of our efforts include:

### Human Trafficking

- We supported the development of the **Stop Slavery Award**, an initiative by the Thomson Reuters Foundation to recognize the “best in class” of the corporate sector, companies that are leading the fight against slavery in their supply chains. Conferred for the first time in November 2016, the Stop Slavery Award aims to create a virtuous cycle, demonstrating that businesses can indeed play a critical role in stopping the tragedy of modern day slavery and forced labor worldwide. A team of lawyers from Baker McKenzie provided legal advice in the development of the methodology underpinning the award, based on our expertise in advising companies about supply chain issues.
- We are working with Canada's largest homeless youth agency, Covenant House Toronto, to support a special residence opened by Covenant House in 2016, Rogers House, to assist female victims of sexual exploitation and human trafficking. Our lawyers are providing pro bono legal services to the victims of human trafficking and sexual exploitation so that their legal rights are protected and they do not become re-victimized through the criminal justice system.

- In collaboration with the Thomson Reuters Foundation, we published "**Managing Corporate Supply Chains: Challenges & Successes in the Fight to Combat Forced Labour and Human Trafficking.**" In producing this White Paper, Baker McKenzie lawyers consulted with some of our most valued global clients as well as other professionals in the corporate community to identify the challenges they face and the solutions they are implementing in managing their complex supply chains as they work to keep them free from human trafficking and forced labor.
- Our member firm in the Philippines Quisumbing Torres is providing pro bono services to International Justice Mission (IJM), one of the world's largest anti-slavery not-for-profit organizations. We are representing IJM in several civil cases filed by suspects in child trafficking cases in Manila. The cases are believed to be retaliatory in nature, with the plaintiffs seeking damages in millions of pesos. Our lawyers from various practice groups — corporate commercial, dispute resolution, information technology, intellectual property and tax — as well several clerks are involved in this pro bono work.
- Our Hong Kong office has hosted a series of seminars by the Mekong Club on human trafficking and forced labor risks in apparel and footwear supply chains in Southeast Asia. Discussion topics included the scope and nature of the issue, regulatory framework and government performance in enforcing the law, and steps companies can take to identify, evaluate and control forced labor risks in their supply chain.

### Children

- We organize an annual Children's Rights Summit in California that brings together in-house counsel, children's rights advocates, law firm lawyers and technology experts from around the nation to engage in meaningful discussions about the legal needs of vulnerable children in the United States, and

to work together on a variety of pro bono opportunities dedicated to the cause of children.

- Recognizing how street youth can be invisible in policy agendas, Baker McKenzie partnered with the Consortium for Street Children (CSC), as well as in-house counsel at Merck, Regeneron, Cargill and Salesforce, to bring together hundreds of street children to share their stories during UN consultations in Brazil, India, Belgium and Mexico over the last year. In addition to the consultations, more than 60 Baker McKenzie volunteers and some 20 volunteers from the Firm's in-house partners produced reports analyzing street children's right to association, to shelter, safety and protection and to representation — research that will be submitted to the UN Committee on the Rights of the Child ahead of its General Comment on the needs of street-connected children. Our initiative with CSC was **honored** by American Lawyer Media's Global Legal Awards as its pro bono research project of the year.
- In 2015, our London office hosted the first ever **global summit on the legal needs of street youth**. Launched by The American Bar Association (ABA) Commission on Homelessness & Poverty and Section of Litigation Children's Rights Litigation Committee, the Summit was attended by 160 advocates and experts on the legal issues facing street-connected youth from 36 countries.
- With Merck, we are co-sponsoring an Equal Justice Works Fellow working at Sanctuary for Families in New York to provide comprehensive legal services tailored to trafficking victims with physical and psychological health concerns through direct representation, outreach to health providers and policy advocacy.

## Refugees & Asylum Seekers

- The Firm has a longstanding relationship with the United Nations High Commissioner for Refugees (UNHCR), and has provided litigation support in significant cases, before national and international courts, which have had important implications for the protection of refugees and asylum seekers worldwide.
- Established in 1997, the Tahirih Justice Center is a US organization that aims to protect immigrant women and girls fleeing violence. Baker McKenzie has been an active member of the organization's pro bono network since 2009. In 2014, volunteers from the Firm's Houston office joined a two-day U-Visa legal clinic to provide a path to US citizenship for immigrants who are survivors of crimes. Firm lawyers also advocated for a client seeking asylum in the US after fleeing Ethiopia for fear of female genital mutilation and forced marriage. In 2015, Tahirih named Baker McKenzie its Houston Firm of the Year for our pro bono work.
- Accenture has initiated the Refugee Talent Hub in close collaboration with Baker McKenzie and other leading corporates in the Netherlands, the Dutch government, NGOs and educational institutions - a total of more than 50 partners. The Refugee Talent Hub is an ecosystem, facilitated by a digital platform, that aims to facilitate and accelerate both formal and informal acceptance, integration, education and employment of refugees in the Netherlands. A matching algorithm on skills gives insight in potential skill gaps and suggests Meaningful Waiting, e.g. trainings, coaching, language support, education, labor experience, internships, or jobs. Baker McKenzie lawyers in Amsterdam provided pro bono legal advice and support to Accenture with the initial structuring of the initiative. In addition, a diverse group of our lawyers and professional staff in Amsterdam have been matched with refugees to provide professional mentoring.

- On behalf of the Public International Law and Policy Group, we conducted legal research to address possible mechanisms and options for the resettlement of Syrian refugees displaced over the last five years. The research included a review of the specific direct actions that have taken place to date involving Syrian and United Nation's representatives, comparative state practices, the role of the international community in facilitating the return of refugees, and international standards and their application within the Syrian context.

## Humanitarian

- Baker McKenzie provides pro bono support to Save the Children, including on employment, intellectual property, tax and international law matters, and our lawyers from around the world advised on the major restructuring of the organization to streamline its global operations and better position the charity to save even more lives.
- We assisted ShelterBox with the creation of their Canadian and global privacy policy, as well as provided legal advice regarding compliance with export sanctions laws in the US, Canada, Australia and the UK, and compliance with import requirements in Mexico for humanitarian goods.
- Women for Women International (WfWI) began as a grassroots initiative in 1993, providing financial aid to women refugees in war-torn Sarajevo. Today, the organization has grown to provide job and life skills training and rights education to over 447,000 women across eight war-torn countries, helping empower them to lead the transformation of their lives, families and communities. Our volunteer attorneys have advised on numerous aspects of WfWI's operations, from employment policies, tax issues, and real estate concerns to managing their global trademark portfolio, updating the organization's by-laws, and identifying as well as training local counsel in the war-ravaged

areas where WfWI operates. The Firm has also worked with the organization on their Women's Opportunity Center in Rwanda.

## Human Rights and Technology

- The chair of the Firm's Global Information Technology and Communications practice group, Sydney-based partner Anne-Marie Allgrove, has been appointed to a [World Economic Forum council on the Future of Human Rights](#). The council is drafting recommendations about the impact of the Fourth Industrial Revolution on Human Rights and how to create the appropriate governance structures to ensure that technological development and use does not put universal Human Rights in danger.
- We partnered with the Institute for Human Rights and Business to develop and host a panel event to explore a wide range of human rights issues facing global ICT companies, in particular freedom of expression and privacy, hate speech, lawful interception and surveillance and network shutdowns.



# Environment

- Principle 7: businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We recognize the importance of environmental sustainability to our people, our clients and to the communities in which we live and work. We contribute to sustainability not only through the practice of law in our environmental practice, but also through our efforts to monitor and mitigate the environmental impact and risk of our operations. We seek to reduce, reuse and recycle the energy and natural resources necessary for our business, and we strive to integrate sustainability meaningfully into our business strategies, operating models and critical processes. We also engage in pro bono and community service initiatives to support sustainability.

## Our Clients

With more than 300 lawyers around the world, our Environmental Practice has a long-standing commitment to helping companies respond to the risks and opportunities of environmental law and regulation. Ranked among the best environmental teams in the world's league tables and directories, our lawyers collaborate on international efforts to promote and uphold sustainable business practices. Our services to clients include providing expert advice on traditional environmental law and planning matters, as well as clean and renewable energy markets, waste and biodiversity, and related issues in the agricultural, forestry and fishing industries.

## Thought Leadership

We provide dedicated guidance on sustainability, to help companies make informed decisions and guide policy makers on future legislation.

- We have a long history of participation in international climate change meetings. We regularly attend COP and COP/MOP meetings and closely follow the development of negotiating issues arising out of those meetings. Many of our lawyers have

participated in the negotiations as members of country delegations, and we are actively involved in working with government and industry groups and non-governmental organizations seeking to achieve global outcomes on climate change. See our [COP 22 Report](#).

- Our Environmental Markets Practice Group has published the "[Consolidated Guide to the REDD+ Rules under the UNFCCC](#)" which simplifies and brings together international law on REDD+ (aka "Reducing Emissions from Deforestation and Degradation in Developing Countries" - a mechanism developed under the United Nations Framework Convention on Climate Change through which developing countries could receive financial benefits by introducing policies and taking steps to reduce carbon emissions from the use of forests).
- The Firm's Real Estate Practice Group has established a Global Sustainability Subcommittee to focus solely on the challenges, drivers and opportunities for sustainable building. The group published the first Global Sustainable Buildings Index, covering 16 jurisdictions, in 2015. A [second](#)



edition was released in March 2016, with coverage expanded to 25 jurisdictions. The index focuses on the use, design, development and financing of buildings, and evaluates selected jurisdictions on key areas of sustainability, ranging from green certification and minimum energy standards to financing, planning and green leases. More than simply presenting data, the index contains insightful details and heat maps that demonstrate the extent of legislation and innovation among the surveyed jurisdictions. It shows areas of opportunity for investors, construction companies and government agencies. Baker McKenzie professionals from all 77 offices, including lawyers from the Environmental Law and Climate Change practices, contributed to the index.

## Our Operations

We have a global environmental policy in place and we expect all partners and employees to contribute to efforts to reduce, reuse and recycle the energy and natural resources required to operate our business, and to integrate sustainability into the Firm's business strategies, operating models and critical processes.

In 2017, we will launch B-Green, a global program to help our offices to understand measure, manage and reduce their environmental impact, in a systematic and uniform approach. B-Green will provide a roadmap and tools to guide offices on improving environmental performance in a measurable and consistent manner, and on embedding environmental sustainability in daily business activities. The program includes reference guides as well a benchmarking system that will allow offices to evaluate their existing performance as well as set goals, track progress, and compare their performance with other Baker McKenzie offices. We have hired a dedicated Environmental Sustainability Specialist to work with our Global CSR Director and Global Sustainability Committee to implement the program.

Below are additional examples of how our offices demonstrate environmental sustainability in their day-to-day operations.

- Our Firm is a member of the **Professional Services Sustainability Roundtable (PSSR)**, which enables members to participate in an ongoing platform to exchange ideas and best practices with peers. Members represent a range of sectors including law, consulting, communications/advertising, accounting, engineering, management, real estate services, research, and executive search firms, among others.
- Our member Firm in Brazil, Trench, Rossi e Watanabe, has launched a paperless project aimed at reducing paper consumption and storage requirements through digitization and the creation of an electronic data repository. The project was able to reduce paper consumption to about 100,000 pages per month as well as diminish the need for paper storage space by approximately 40 percent..
- Our London office belongs to the **Legal Sustainability Alliance** in the UK and publishes its carbon footprint through the organization annually. The office has removed personal recycling bins to compel employees to reduce waste and consume less paper. Composting facilities have also been set up and biodegradable cutlery and food trays are made available in the office restaurant. Energy usage reduction efforts are implemented, including shifting to LED bulbs and the installation of a green roof which absorbs rainwater and creates a habitat for wildlife, including the rare Black Redstart.
- Our Australia offices belong to the **Australian Legal Sector Alliance**, an industry-led association working collaboratively to promote sustainable practices across the legal sector. They publish their carbon footprint annually and have reduced business air travel via video conferencing and other technology, and offset any non-avoidable travel.

- Our Paris office has entered into a recycling partnership with Tri-Ethic, a local company that promotes social inclusion and sustainability. Through this partnership, they have reduced paper consumption (9,000 reams down from 11,000 in 2013) and increased the amount of paper recycled (to 11 tons in 2014 compared to nine tons in 2013 and seven tons in 2012).
- In Amsterdam, an initiative called Project Switch has enabled the office to implement large scale digitization and streamlining of work processes, thereby also reducing paper and ink consumption. The project has equipped all employees with iPads and personal print dashboards, and significantly reduced the total number of printers available in the office, to further promote a paperless office culture.
- Since moving into its new green building location, the Caracas office has been recycling bottle caps, printer cartridges, plastic cups and batteries. The program is implemented in partnership with local non-government organizations such as Bottletops for Life Foundation, an organization that aids children with cancer, and Ecoclick, which supports the municipality where the Caracas office is located.
- The restaurant in our Hong Kong office offers vegetarian options on a weekly basis via its "Green Monday" initiative, to promote healthy lifestyles and to reduce employees' carbon footprint. A weekly newsletter offering green-living tips and recipes is also circulated in the office. The Hong Kong office has also been recognized with the "Hong Kong Wastewi\$e Class of Excellence" award. Established by the Hong Kong government, the Wastewi\$e award aims to encourage local businesses and organizations to reduce the amount of waste generated in their establishments as well as in the services and products they provide.
- A number of our offices occupy certified green buildings or those with green features. For example our Moscow and Belfast offices are housed in buildings certified under BREEAM, one of the world's leading environmental rating systems for buildings. In Moscow, the office center was designed to be energy efficient, environmentally friendly materials were chosen, and construction was carried out in a manner that would minimize the impact on the surrounding community and environment. Our Mexico City office is located within one of the first buildings in Mexico to achieve LEED Platinum Certification by the US Green Building Council. Our Chicago office has achieved LEED Silver certification.
- Our Stockholm has been certified under the International Organisation for Standardisation (ISO)'s 14001:2004 environmental management system, a framework that enables companies to operate in a more environmentally sustainable manner. The office's programs are headed by an environmental committee and include measures such as buying organic food, segregating garbage and choosing eco-friendly modes of transportation. Recent efforts have intensified and included moving to LEED-certified offices located near public transportation.

## Our Communities

Baker McKenzie also supports the UNGC's Environment Principles in our communities, through membership in leadership groups and through the provision of pro bono legal services to leading environmental organizations around the world. Some highlights include:

- In September 2016 Baker McKenzie became the first law firm to join the **Carbon Pricing Leadership Coalition (CPLC)**. A private-public partnership among the World Bank, International Monetary Fund, governments, non-profits, and private sector companies, the initiative aims to develop a global network for



sharing best practice. CPLC members agree to work collaboratively with the long term objective of a carbon price applied throughout the global economy.

- We provided pro bono legal assistance to FERDESCOL (La Fundación de energías renovables y desarrollo sostenible en comunidades colombianas), a not-for-profit organization promoting renewable energy and sustainable development in rural communities in Colombia.
- We advised the Chicago Field Museum related to REDD+ carbon offset projects in collaboration with the Cordillera Azul National Park in Peru.
- We are providing a range of pro bono legal advice to the World Resources Institute is a global research organization that spans more than 50 countries, focused on sustaining the planet's natural resources-the foundation of economic opportunity and human well-being.
- We have served as pro bono counsel to the Alliance for the Great Lakes, related to the Great Lakes Compact, a landmark agreement adopted in 2008 to safeguard the health of the Great Lakes for generations to come. It seeks to ban the diversion of Great Lakes water, with some limited exceptions, and set responsible standards for water use and conservation within the basin.
- We have advised the Nature Conservancy on a pro bono basis related to the creation of a clean water fund in Chile.
- We represented the National Resources Defense Council in a multi year litigation related to pollution of the Chicago River system.
- We provided pro bono legal advice related to a plan to install a solar photovoltaic system on the rooftop of the International Convention Centre Sydney.
- We provided pro bono intellectual property legal advice to BirdLife International, a global

partnership of conservation organizations that strives to conserve birds, their habitats and global biodiversity, working with people towards sustainability in the use of natural resources.



# Anti-corruption

- Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

## Our Operations

As a global enterprise, we comply with a variety of anti-corruption laws. These laws apply to our interactions with governments and government officials. They also cover our dealings with clients and suppliers, as well as the dealings of third parties acting on our behalf. Our Firm, its lawyers, its employees and its clients have important obligations under various anti-bribery and anti-corruption laws, including but not limited to the US Foreign Corrupt Practices Act (the FCPA), which covers, among other things, the corrupt payment of bribes to foreign government officials. The UK Bribery Act and similar laws in other jurisdictions also apply to us and may apply to our clients. We comply, and we must counsel our clients to comply with those laws wherever applicable.

Our **Code of Business Conduct**, which is publicly available and is often provided to our clients, sets out the behavior we expect from our employees in relation to issues such as compliance with anti-corruption laws, dealing with sanctions, money laundering prevention, and avoiding conflicts of interest, among other topics. We have mandatory and regular training of all our personnel with respect to our code of conduct, including anti-corruption laws.

## Our Communities

In alignment with Sustainable Development Goal 16, Baker McKenzie supports efforts aimed at strengthening the rule of law, promoting effective, accountable institutions at the national and international levels, and to ensuring equal access to justice for all. Some examples include:

- We support the UN Global Compact's Business for the Rule of Law (B4ROL) Framework - an initiative that aims to engage the business community and legal profession globally in advancing the rule of law, good governance and corporate sustainability. The Firm mobilized a global team of volunteers to host and lead consultation workshops with clients and civil society leaders in Toronto, Bogota, Mexico City, Dubai and Istanbul to solicit input from participants to inform the development of the B4ROL Framework (19 workshops were held in total around the world with other UNGC partners). Following the workshops, a team of Baker McKenzie volunteer lawyers distilled and analyzed the findings from all of the global consultations, and worked with the UNGC and its stakeholders to draft the Business for the Rule of Law Framework.
- We have provided pro bono legal advice to the Government of Vietnam to strengthen the country's legal framework and develop its economy over the past 12 years. With substantial insight into the legal intricacies of trade and commerce, the Firm has helped enact legal reforms that have, in the World Bank's assessment, contributed to Vietnam's historic achievements in poverty reduction and sustainable development. Since working together with the government, Baker McKenzie has been invited to contribute their legal expertise and talent in various forms, with pro bono counsel or through educational workshops designed to promote technical skills and professional development. Baker McKenzie lawyers organized and led Working Groups on issues



ranging from lending and foreign exchange control, labor to intellectual property, tax to property development, construction to public health and Clean Development Mechanism projects. These Working Groups initially put together an inventory of more than ten thousand administrative reforms, and subsequently led focused working sessions to analyze and simplify them. This work was honored by American Lawyer Media's Global Legal Awards 2015.

- Via the Baker & McKenzie Foundation, we established an endowed scholarship at Columbia Law School, which annually awards USD 50,000 to an LL.M. student who demonstrates academic success and a need for significant financial aid. Priority is given to international students from outside of the United States and Western Europe, in line with efforts the Law School has made to welcome students from emerging countries, an underrepresented demographic with little access to funding. In addition to promoting global diversity and inclusion in the legal profession, the scholarship helps strengthens the legal profession in the students' countries of origin, where most return to practice law. The first two scholarship recipients have been a women's rights attorney from Argentina and a human rights attorney from Colombia, respectively, both working to improve access to justice in their societies.
- Volunteers at Hadiputranto, Hadinoto & Partners, Baker McKenzie's member firm in Indonesia, have assisted the international NGO PILnet to develop and deliver an international training program on legal ethics for students at the Law School of Universitas Pelita Harapan (UPH) in Jakarta. Twenty-five UPH law students participated in the program. Each training session consisted of lectures and case studies focusing on anti-corruption, conflicts of interest, confidentiality and other key issues. The training emphasized the importance of ethics for legal professionals and the role of lawyers as positive role models.
- In Tanzania, we have joined the National Institute for Trial Advocacy, Northwestern University's Bluhm Legal Clinic, Lawyers Without Borders and DLA Piper to train local prosecutors with the aim of boosting the success rate of corruption prosecutions. Firm lawyers helped develop the course program and teaching materials and facilitated training, which covered an overview of corruption laws, as well as electronic evidence and persuasive arguments. More than 70 Tanzanian prosecutors and 20 magistrate judges attended a five-day program in Dar es Salaam. This initiative earned Baker McKenzie the CSR Award at the 2015 African Legal Awards hosted by *Legal Week*.
- In collaboration with the Center for International Human Rights at Northwestern Pritzker School of Law, we crafted an extensive report on the status of the implementation and enforcement in different jurisdictions of the United Nation Convention against Corruption.
- In collaboration with the United Nations Counter-Terrorism Committee Executive Directorate, the non-profit Global Center on Cooperative Security, and in-house lawyers from Salesforce, we created a guide to help overwhelmed judges adjudicate terror cases. The guidance is aimed at helping judges from countries including Pakistan, Afghanistan, Bangladesh, Sri Lanka and other nations to navigate a high volume of cases under dangerous circumstances and often a lack of resources. The roughly 200-page guide distills multilateral and bilateral treaties and UN conventions related to the criminal prosecution of terror cases, as well as practical material on managing the docket. Chapters include definitions of terrorism offenses and cover courthouse security, among many other topics.





**Baker McKenzie has been global since inception.  
Being global is part of our DNA.**

Our difference is the way we think, work and behave – we combine an instinctively global perspective with a genuinely multicultural approach, enabled by collaborative relationships and yielding practical, innovative advice. Serving our clients with more than 6,000 lawyers in more than 45 countries, we have a deep understanding of the culture of business the world over and are able to bring the talent and experience needed to navigate complexity across practices and borders with ease.

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