

Simmons & Simmons

Corporate
responsibility
2011/12



Firm at a glance



Law Firm of the Year
Award at the Business
Green Leaders Awards
2011

9,350

globally recorded pro
bono and community
engagement hours
worked by our people

1,592

people located in 19
offices worldwide

50%

of our people are based
outside London

£2,524,643

the value of the pro
bono and community
engagement hours
worked by our fee
earners



CarbonNeutral.com

14% reduction in
annual global CO₂e
emissions

33%

of those promoted to
the partnership (and
35% of lateral partner
hires) were women



10th in the 2012
Stonewall Workplace
Equality Index for
LGBT employees and
top ranked law firm

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Introduction

Welcome to our 2011/12 corporate responsibility (CR) review which reports on our progress against our CR objectives over the last financial year.

Our commitment to corporate responsibility is a deeply embedded part of the firm's ethos and is reflected in our Business Plan. We are committed to continuous improvement throughout the entirety of our network. There are several linked strands to our CR strategy. The principal ones revolve around initiatives in jurisdictions where we do business that:

- address social inclusion by helping the less privileged;
- ensure that we undertake appropriate levels of pro bono work;
- ensure respect for our environment; and
- help to build a diverse and balanced firm in which equal opportunities are open to all.

Internally and externally, we look for ways to promote initiatives that support these principles and allow us to work with clients and community partners to fulfil our objectives.



Colin
Passmore,
Senior
Partner



“Our ongoing work with NGONET has been both rewarding and challenging. It has also helped us as a firm to develop our understanding of how we can best assist international pro-bono clients. It is great to see just how many people are willing and keen to get involved.”

Michael Thorne, Associate

Chris Owen, Supervising Associate, on visit to Northern Tanzania supporting the land rights of the Masai people

UN Global Compact – Ten principles

Human Rights

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.

Labour

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.

Environment

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

Anti-Corruption

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



This year our priorities have focused on implementing and achieving greater gender balance at all levels across the firm. We have also developed our new schools programme in London, as part of our proactive approach to driving access to work and opportunities for those from low income backgrounds. I am pleased that over the past year, we have made progress in both these areas and look forward to further developments over the next 12 months.

The number of globally recorded pro bono hours has increased by 64% demonstrating our continued and increasing commitment to the provision of free legal services to those denied or unable to access justice. We have also seen a growing commitment to community projects and an increase in

the number of community hours undertaken by our people across the firm to support charitable organisations and local communities.

The firm became a signatory of the United Nations Global Compact on 09 August 2011. We fully support the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption and are committed to building the principles into our policies, operations and culture. The Global Compact gives us an opportunity to benchmark our CR activities and to create consistency with our clients' corporate responsibility standards. We report our progress in this CR review.

We are proud of our achievements this year and look forward to continued opportunities and challenges over the coming months. I would like to thank everyone who has contributed to our CR programme this year.



Colin Passmore
Senior Partner

Our communities

A core part of our CR strategy is to support the local communities in which we operate and do business.

Access to justice

In an increasingly globalised world, our pro bono programme recognises the need to address access to justice both in our local communities and also in the international community. This is consistent with our obligations under the UN Global Compact and our responsibility to communities in the growth markets in which we operate, such as Asia and Africa.

8,113 pro bono hours were recorded internationally in 2011/12, an increase from 4,960 the previous year, with a growing contribution from our European, Asian and Middle Eastern offices. In 2012 we also established a network of International Pro Bono Champions so that each office has a point of contact and leadership for pro bono work.



“I am absolutely delighted with the fact that people at the firm have really stepped up this year and almost doubled the number of hours we have engaged in pro bono work”.

Richard Dyton, Pro Bono Partner

Working across international boundaries

The firm's continued involvement in the Legal Response Initiative, an organisation which assists the world's 48 least developed countries in the international climate change negotiations, means that we are able to assist in addressing the 'access to justice' gap in international relations. Similarly, lawyers in our Hong Kong office have been instrumental in helping local organisations in Hong Kong and China establish themselves as charities. We have continued to take on projects through Advocates for International Development (A4ID), LawWorks, TrustLaw and Carbon Leapfrog supporting over 100 pro bono clients internationally.



Chris Owen, Supervising Associate, meeting with Maasi villagers

NGONET

A large team of lawyers in our London office has been assisting NGONET in the Tanzanian region of Ngorongoro with land rights issues. NGONET represents the interests of the Maasai people, who are pastoralists and currently in a land rights dispute with competing interests on their land. The team is providing input to local lawyers running the case in the Tanzanian court system on international laws relevant to land rights. Chris Owen, Supervising Associate, visited Tanzania in early February 2012 to meet face to face with the client, the local lawyers and the villagers and to gain a better understanding of the operation of the cases at ground level. One of the cases in which we are involved has recently reached settlement.



Oxfam

We have continued to act for Oxfam in our London, Hong Kong and mainland China offices. A team in our London Financial Services group, lead by partner Alyson Lockett, has assisted Oxfam UK through A4ID with enterprise agreements. The team created a series of simple and accessible template agreements, contextualizing the basic templates of legal texts for local usage according to the appropriate jurisdictions. In the past year, our Hong Kong and mainland China offices, led by partner Fiona Loughrey, assisted Oxfam Hong Kong in the setting up of Oxfam China in Hong Kong. They delivered a training presentation on PRC employment law to Oxfam employees and offered general advice to Oxfam Hong Kong on various PRC employment issues.

Our communities continued

South West London Legal Centres (SWLLC)

In London, the firm continues to provide a weekly clinic at the Battersea Legal Advice Centre (BLAC) to assist those who have fallen through the 'access to justice' gap. This has become an increasing concern as a result of recent central and local government austerity measures. This year our volunteers have provided advice to 336 people who would not otherwise have been able to afford a solicitor. Our Real Estate team has also assisted the SWLLC with property related issues. Our clinic work at BLAC was recognised in the LawWorks 2012 Pro Bono Awards. We were highly commended in the category for Best Contribution by a Law Firm and our Senior Partner, Colin Passmore, was shortlisted for Best Partner Level Engagement in a Law Firm.



Sharlmaine Willetts, Supervising Associate, and Alison Bradshaw, IPG Co-Ordinator, advising at BLAC

"I was seconded to SWLLC for three months. The urgency of clients' situations means lawyers have to think quickly and creatively about their application of the law; each case is different and brings new challenges".

Michelle Green, Trainee Solicitor



Access to work and opportunities

In addition to access to justice, an integral part of our CR strategy focuses on access to work and opportunities. Providing fair access to everyone regardless of their background and circumstances is vital if the legal profession is to become a true reflection of wider society. Social inclusion and widening access to our profession is therefore a key CR priority for the firm. Our aim is to offer those from low income backgrounds the chance that their ambition and talents deserve. We want to open people's eyes to opportunities, careers and futures that they would not normally have the chance to see. It can be hard for talented school-age students to access these opportunities if they come from a less privileged background or do not have the right contacts to call on. We intend to support these young people by offering them an opportunity to learn about the world of work, through a comprehensive programme including workshops, work experience, mentoring and advice.

In the UK, we have made a public commitment to supporting fair and equal access by signing up to PRIME and the Deputy Prime Minister's Social Mobility Compact.



Moreland primary school mentoring scheme

Our London office continues to run a mentoring scheme with Moreland Primary School, with volunteers providing reading support once a week to children aged between 10-11. The children become involved in the scheme either due to lack of reading ability or confidence issues. We have been supporting this scheme for 12

years and it continues to be popular with employees and pupils alike. At the end of the academic year, the children were invited to a celebratory lunch at our offices. This provided us with an opportunity to recognise and reward their achievements and gave the children a chance to experience the environment in which their mentors work.



Children from the Changing Young Lives Foundation on Easter trip to the movies



Christina Lee, Navigator Executive, reading to a child at Moreland Primary School

Changing Lives Foundation

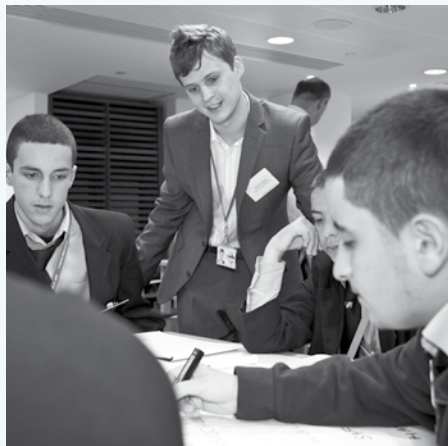
Our Hong Kong office supports the Changing Young Lives Foundation, an organisation that provides health, welfare, educational and recreational programmes to enhance the lives of the 380,000 children living in poverty in Hong Kong. In 2012, activities organised by the office included a trip to take 29 children from the Changing Young Lives Centre to the movies as an Easter holiday activity.

Our communities continued



Red Balloon and Visionpath

We also work closely with organisations such as Red Balloon, which supports the recovery of children who become excluded from mainstream school due to bullying, and Visionpath, an organisation which creates inspiring programmes that enhance skills and aid social mobility by connecting young people with leading employers. The Visionpath SKILL! Programme, funded by our Charitable Foundation, gave members of staff in our London office an opportunity to act as mentors to the young people participating in the workshops.



Adam Waite, Trainee Solicitor, mentoring students on Visionpath SKILL! workshop

“The thing that struck me most during the Visionpath workshops is the ambition, creativity, and potential business ideas that shone through and yet the overall lack of confidence amongst the pupils.”

Dr Alison Marriott,
Senior Professional Support Lawyer



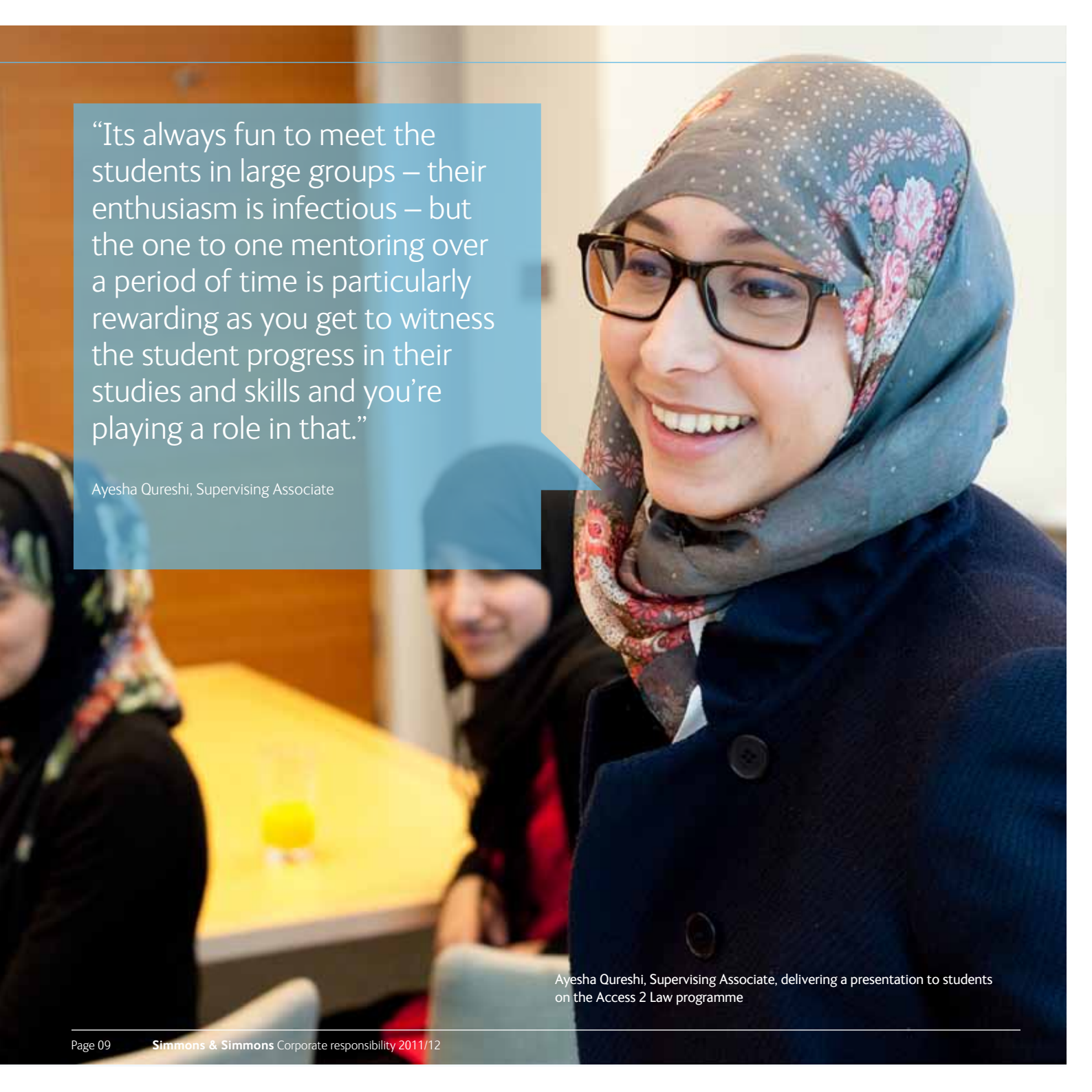
Access to law

We run a number of programmes across our network working with students and young people in our communities.

In Amsterdam, we work with Young Global People, an organisation which enables students from multi cultural backgrounds to learn more about law firms in Amsterdam’s business district and the legal world in general. For the last two years, we have participated in their Young Legal Bootcamp, where students are given an opportunity to spend a week visiting different law firms.

In London, our graduate recruitment team continue to work with Sponsors for Educational Opportunity (SEO) London to identify high calibre candidates from under-represented ethnic minority backgrounds.

We also run our successful in-house programme ‘Access 2 Law’ with Tower Hamlets College in Tower Hamlets and Crossways Sixth Form College in Lewisham. The scheme supports A-level students interested in a career in law and provides mentoring, sponsorship as well as a soft skills development programme. We are extremely pleased that two of our future trainees have come through this scheme, the first of whom will be joining the firm in 2013 and the second in 2014.



“Its always fun to meet the students in large groups – their enthusiasm is infectious – but the one to one mentoring over a period of time is particularly rewarding as you get to witness the student progress in their studies and skills and you’re playing a role in that.”

Ayesha Qureshi, Supervising Associate

Ayesha Qureshi, Supervising Associate, delivering a presentation to students on the Access 2 Law programme

Our communities continued

Access to work

Our priority over the next year will be to build on our existing programmes by developing stronger and more direct links with local schools and young people in the communities surrounding all our offices. We want to broaden our focus from access to law, to access to work. We aim to provide a comprehensive development programme to young people at a much earlier stage in their education, working with children in their GSCE (or equivalent) years and giving them the tools and confidence to make the right education and career choices.

Since early 2012, we have been developing an exciting programme with the Twist Partnership and representatives from across our offices. The aim of the



Students from Frederick Bremer School visiting our London office

programme is to enable and support young people to succeed in the world of work. We also want to capture the imagination of our own people and inspire more volunteers from across all business functions to participate.

We are creating robust partnerships with a few committed schools that have high numbers of students from low-income or otherwise disadvantaged backgrounds. In May 2012, we started working with Frederick Bremer School in Walthamstow, London. Each year, we will be selecting a group of 10-15 able Year 10 students to join the programme. We will provide them with a programme of interventions and mentoring, including work experience and will work with these students over at least four years. The first group of students will be joining the programme in the Autumn 2012.



Access for Adults



The firm has worked with The Big Issue Foundation for over four years. The Foundation offers homeless people in the UK the opportunity to earn a legitimate income by producing a weekly magazine which vendors buy for £1.25 and sell to the public for £2.50, keeping half for themselves. We have continued to participate in the Big Issue Vendor Development programme, which provides the vendor an opportunity to raise their revenue by selling copies of the magazine in our London office. The programme also aims to increase their long term employment prospects through a personalised training programme.

Led by Corporate partner Matt Rees, our London office has assisted the Big Issue Foundation by providing pro bono advice on a range of issues, including advising on constitutional documents and group structure, negotiating commercial contracts, advising on the legal implications of innovative funding opportunities, negotiating office leases, advising on employment related issues, advising on IP and trademark issues and assisting with litigation.



“Working here has changed my outlook and brought my humanity out of me because I am always interacting with people. The people have been great. It’s a great environment.”

Donald Mickle, Big Issue vendor

Donald Mickle joined the Big Issue vendor development programme at Simmons & Simmons in March 2012



Team in Amsterdam supporting UNICEF

Our communities continued

UNICEF

Since 2006, we have been the legal partner of UNICEF Netherlands. The partnership is ongoing and lawyers in our Amsterdam office spend over 300 hours per annum working for the charity against a heavily discounted rate. We also provide a free legal telephone helpline for UNICEF partners and the regional UNICEF committees. The support for UNICEF from the team in Amsterdam extends to their community involvement and other initiatives. Our lawyers deliver guest lectures in local schools about their and this year, a team of 14 Simmons & Simmons employees and partners took part in the Amstel Gold Race cycle; 150 km through the hilly landscape of the Dutch province of Limburg. All funds raised were donated to UNICEF.

“Joining our cycling team in the Amstel Gold Race, a 150 km tour classic, is my personal highlight of the year in our partnership with UNICEF. It was extremely satisfying to complete this tour as a team, creating awareness and raising money for UNICEF’s cause in the process.”

Tessa van Roomen, Associate



Team in Amsterdam supporting UNICEF

Bibliothèques Sans Frontières (BSF)

For the last three years, our Paris office has supported the efforts of the BSF, the Libraries Without Borders non-profit organisation devoted to facilitating the growth of libraries in the developing world. In 2011, 20 boxes of legal materials and resources were donated to francophone (French speaking) African universities. The team also used their annual Christmas party to collect used children’s books which are also donated to the BSF.

Royal National Institute of Blind People (RNIB)



In June 2010, we began working pro bono with RNIB, one of the firm’s former charities of the year. A leading UK charity, it offers information, support and advice to almost two million blind and partially sighted people. In the past year, we have taken on 11 pro bono projects for the RNIB including providing Intellectual Property advice on software development and manufacturing agreements, litigation advice and general corporate advice on contracts provided by our Corporate, ICT and Projects Departments. 2011/12 saw the continuation of the pro bono secondment to RNIB. Trainee solicitor Eleanore Di Claudio commenced her secondment there in March 2012, assisting with both general corporate advice and working on the frontline Legal Rights Service providing advice on disability discrimination.

Our communities continued

Supporting women and children

In the past year, our London office has provided employment advice for Haringey Women's Forum and Equality Now. Our ICT group has provided pro bono data protection advice for Women for Women International. We have provided pro bono real estate advice for Mothers4Mothers and Kidsco and the firm also provides ongoing corporate advice for UNIFEM, the women's fund at the United Nations, dedicated to advancing women's rights and achieving gender equality.

Our Hong Kong and mainland China offices advise Mother's Choice on employment issues. Mother's Choice provides and promotes care for babies and children needing permanent homes, and for single girls and their families facing crisis pregnancies.

Our Frankfurt office partner Martin Meißner is also a founding member and legal advisor to Verein für Kinder, an association which organises charity events and sponsorship for projects that support children.

The Charitable Foundation

The Simmons & Simmons Charitable Foundation is funded by the partnership and provides an important vehicle for our charitable giving and donations across all our international offices. The Foundation's main requirement is that there is strong alignment between the charitable causes that we support and our own CR priorities, particularly those that address social exclusion. The Foundation also extends support to charities where the funds raised have a sustainable impact on the cause they are supporting.



As well as ongoing support and funding for our Access 2 Law scheme and the Battersea Legal Advice Centre, our Charitable Foundation has made donations to a number of other charities and causes over the past year including Opportunity International, Sunshine Action and the Mayor's Fund for London.

In addition to providing financial support to charities and organisations through our Charitable Foundation, we also ensure that where possible we make a lasting and sustainable impact. We achieve this by extending pro bono, voluntary and community support to charities to whom we have made donations or grants.

"Through the Charitable Foundation, we have provided financial support to a wide range of charitable organisations and causes. Our aim is to develop deep and long term relationships with these organisations, particularly those which provide members of the firm with volunteering opportunities."

Monica Ma, Partner and Trustee of the Simmons & Simmons Charitable Foundation

Our workplace

The pro bono and charitable work listed in this CR Review would not be possible without the commitment and enthusiasm of our people across our international network. At Simmons & Simmons we provide an environment where our people are encouraged and enabled to participate in CR activities. We provide opportunities to get involved with our existing initiatives, as well as encouraging the development of new relationships with organisations and charities whose efforts mirror our CR goals.

We build on our commitment to corporate responsibility by ensuring that our CR strategy becomes a deeply embedded part of the firm's ethos throughout the entirety of our network. As part of our CR and professional obligations, and our ongoing commitment to the United Nations Global Compact, we place high importance on ensuring that we provide access to a safe, inclusive and supportive working environment for all our people across all our offices.

Our aim is to build a diverse and balanced firm in which equal opportunities are genuinely open to all.

Gender balance

Gender balance has continued to be a priority business issue for the firm this year. Although women make up over half of our graduate intake, a lower percentage of female lawyers remain at the firm to become partners. We are committed to achieving better gender balance within the firm, particularly at partner level.

Much of our work in previous years has focussed on education and awareness raising, but our efforts in 2011/12 have shifted to embedding gender balance into our every day practices. We actively monitor our promotion, reward and salary review decisions to ensure that at all times, decision making is carried out free of gender bias and discrimination. Gender balance objectives have been built into our recruitment processes and, since May 2012, all recruitment agencies are expected to provide diversity monitoring statistics and diverse candidate shortlists.

“We firmly believe that gender balance will make us a better firm by ensuring we recruit, develop and retain the best talent, and thereby enhance our offering to our clients.”

Jeremy Hoyland,
Managing Partner



Our workplace continued

Gender balance is led by the firm's senior management and has become a regular feature in the communications and business updates from our Senior Partner, Colin Passmore, and our Managing Partner, Jeremy Hoyland. In May 2012, a commitment to significantly increase the proportion of our new partner appointments (internal and lateral) who are women was written into the firm's new three year Business Plan.

In the last twelve months we have hosted a number of high-profile events to raise awareness of gender balance issues; recent guest speakers on this topic have included Lord Mervyn Davies. The Women's Network, recently relaunched as The Number One Club, has hosted a variety of well attended – by men and women – events in London, including talks by Marie Staunton, the CEO of Plan UK and the Financial Times columnist Mrs Money Penny.

Staff networks

Network groups enable members of the firm with a shared background or interest to come together to share information and support. A number of network groups have been set up in Simmons & Simmons. All of them have been formed at a grass roots level by individuals within the firm

with an interest in the issues represented by that group. We are proud to support a number of internal networks, including a women's network, Lesbian, Gay, Bisexual and Transsexual (LGBT) network, Jewish network, Christian network and an international Islamic community.



Carol Hewson, Partner, at networking event organised by The Number One Club

A safe working environment

Providing a safe working environment and protecting the health and safety of all our people is a major priority for the firm. We systematically assess our health and safety risks and have comprehensive management systems to help make our workplaces as safe as possible. Health and safety is not just about avoiding accidents – it also involves protecting our employees' physical and mental wellbeing. We provide information and confidential helpline support so that employees and their families can make the right choices to stay healthy and well.

Whistleblowing

In July 2011, we introduced an independent whistleblowing hotline for partners and employees of the firm. The hotline provides members of the firm with a safe and confidential service through which they are able to comfortably raise any concerns about unlawful or unethical conduct.

Inclusive policies and practices

Our diversity and inclusion policy commits us to promoting diversity, preventing discrimination and providing a supportive and inclusive working environment. Everyone that works with us, including our contractors and visitors to the firm, will be treated the same regardless of their gender, race, sexual orientation, background or trade union membership status. We regularly communicate with our people on key changes and developments affecting our business, through channels such as our Works Council in Amsterdam and our Employee Discussion Groups in London.

Our partnership deed was amended to ensure the language was inclusive for those in civil partnerships or same sex relationships. The HR policies in our London employee handbook were also rewritten to make them more user friendly and inclusive. Feedback on the new policies was sought from members of our Employee Discussion Groups and staff networks before they were finalised.

“Simmons & Simmons has been a member of the Stonewall Diversity Champions programme since 2005, a forum for employers to promote good practice supporting lesbian, gay and bisexual employees. Simmons & Simmons has been the highest-ranked law firm in Stonewall's Workplace Equality Index for four years in a row, placing 10th overall in 2012.”

Alex van Vliet, Stonewall

Stonewall Top 10 Employer for LGB people



This year we were delighted to be ranked 10th in Stonewall's Top 100 Employers 2012, the definitive list of the UK's most LGB friendly workplaces. This is an improvement of nine places from our 2011 position, making us the highest ranked law firm for the last four years and the first law firm ever to make in into the top 10.

Our workplace continued

Flexibility

We take a flexible approach to how we work in order to remain competitive and responsive to client needs. This includes being responsive to the needs of our own people and giving them more choice in how to manage their priorities while at the firm.

We have looked at greater ways to support those employees with caring responsibilities. Our new Hong Kong office has a dedicated space for families to allow parents to bring their children into the office during the day, so as to meet for breaks and lunch. It aims to facilitate cohesion between working in a high performance culture and managing home life. A back up care benefit was also introduced in the London office in September 2011 which provides employees with up to six sessions of emergency child or adult care.



Arts and culture

The Simmons & Simmons art collection was created with the intention of supporting young artists early in their careers and to develop a showcase for those artists beyond the galleries in which their work was usually seen. Today the firm has a leading collection of contemporary art comprising works by British and international artists which reflects the energy, commitment and diversity of emerging young artists. It is the firm's

“There is a real desire within the firm to encourage lawyers to think about what arrangements they can put in place that helps improve their own work-life balance.”

Richard Withers, Managing Associate

intention to continue to support young artists from the local communities in which we work, in order to provide our staff, our clients and our community partners with the opportunity to engage with some of the most interesting aspects of contemporary art and culture.

The firm provides pro bono advice to the English National Ballet, the Frieze Foundation and the London Mozart Players. The firm is also Associate Sponsor of the Donmar Warehouse, one of the UK's leading producing theatres.

Own It Clinic

Own-It is an advice centre which offers intellectual property advice to creative businesses. This scheme is run at the London South Bank University for designers, entrepreneurs and other creative people who wish to talk to a lawyer about protecting their work. Lawyers from our London IP Department attend the clinic on a monthly basis.



Gillian Wearing, *Roger and Peter*, 1994. Displayed in the London office, part of our *House Rules* exhibition, which addresses issues of social exclusion

Our environment

International solutions to global issues

We recognise that as an international firm with a global client list, our business activities have global environmental impacts. Our international environment policy commits us to tackling these impacts head on, through a systematic carbon management plan. We have been measuring and reducing our 'carbon footprint' since 2005 and are committed to continually improving our environmental performance over the long term.

Legal Response Initiative

Simmons & Simmons is a founding member of the Legal Response Initiative (LRI), which advises the Least Developed Countries and non governmental organisations (NGOs) on the ongoing UN climate change negotiations in order to help achieve a fair, ambitious and binding deal. We have continued to house the LRI in our London office. In 2011 the firm provided the LRI with advice on insurance and intellectual property on a pro bono basis. Raj Bavishi, an associate in our Projects Department and Legal Advice Coordinator for the LRI, attended the Bonn Subsidiary Body UNFCCC negotiations, the Panama Intersessional and the Durban UNFCCC conference as an LRI advisor.

Local solutions for neighbouring communities

We understand the local impact we have on our communities. Our London office works with the local Barbican residents to reduce light and noise pollution, and, in collaboration with the City of London and the NHS, we created and developed the "Walk to Client" programme, encouraging our people to avoid unnecessary taxi travel and improve the air quality in the City of London. It was for this programme that Simmons & Simmons was shortlisted in the UK National City Sustainability Awards.

Internal engagement

We have an international environment committee that meets quarterly, with members from all areas of the firm. We recognise that it is only with the support of our people that we can reduce the impacts of our business activities.



Simmons & Simmons "Walk to Client" programme

"As an early adopter, Simmons & Simmons' support and leadership has been valuable in raising the profile of the CityAir programme and tackling the issues of poor air quality in London."

Keith Cotton, Managing Director, CrispAir



“In environmental terms, technology creates both some of the challenges and some of the solutions. Broadly speaking, new gadgets and systems multiply our energy needs, yet some also reduce our impact. Remote working reduces congestion helping with pollution etc, lightweight tablets reduce paper dependence and newer hardware reduces energy requirements.”

Lee Chamberlain, Analyst Programmer and member of the Environment Committee

Staying CarbonNeutral®

Our relationship with The CarbonNeutral Company continues to be successful, and after becoming the world's first international law firm to achieve CarbonNeutral® status across all of its offices worldwide, we remain committed to staying at the vanguard of carbon management in the legal sector. Our global carbon footprint reduced a further 14% last year, to 11,248 tonnes of Carbon Dioxide equivalent gases. Following all of our internal reductions, the remaining emissions were offset through financing five separate projects, all validated to the Verified Carbon Standard:

- Geothermal energy project, Aydin, Turkey
- Biomass renewable energy project, Sri Lanka
- 20MW wind power project, Panchpatta, India
- Landfill gas project, Dalian, China
- Run-of-river hydro power project, Dalaman, Turkey

“Simmons & Simmons was the first international law firm to become CarbonNeutral® in 2006, establishing the firm as a leader in taking action on climate change. Staff engagement has always been at the heart of the firm's successful environment policies. It has been a privilege for The CarbonNeutral Company to support Simmons & Simmons' ongoing programme of events and internal engagement initiatives. This past year, they have chosen a new greenhouse gas assessment process to give a deeper understanding of the footprint across all offices to increase the effectiveness of its internal reductions programme. By purchasing carbon credits from renewable energy projects in China, India and Turkey to offset its unavoidable emissions, Simmons & Simmons provides carbon finance which makes clean energy sources in those countries commercially viable. In doing so, Simmons & Simmons is making a small but highly leveraged contribution to de-carbonising the global economy, and setting a leadership position for others to follow.” Jonathan Shopley, Managing Director – The CarbonNeutral Company



Our environment continued

Recognition



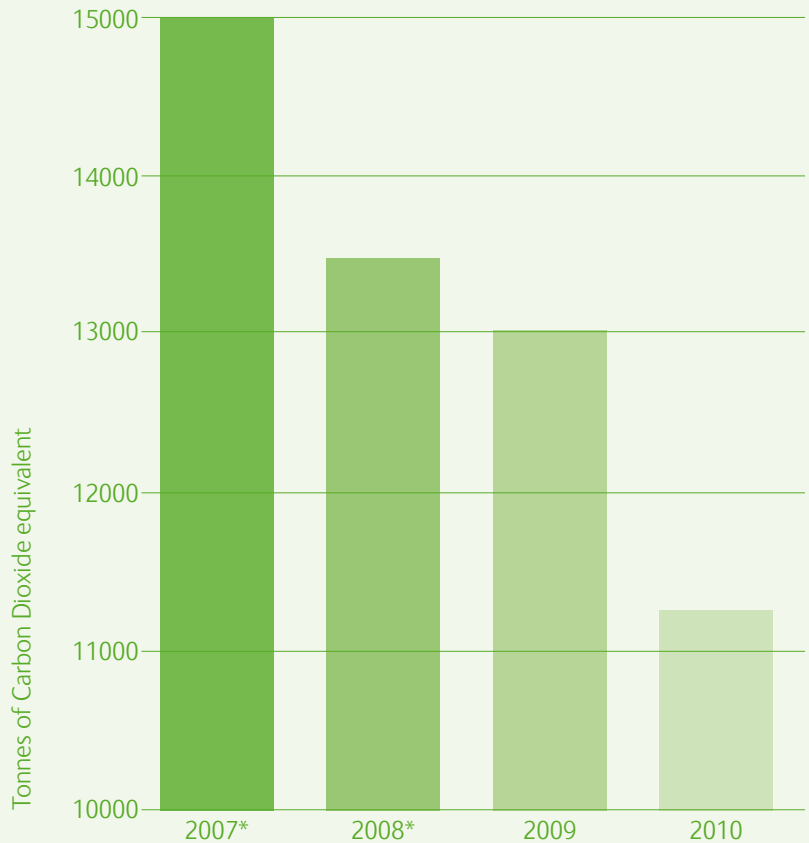
winner

We were awarded 'Law Firm of the Year' at the 2011 Business Green Leaders Awards for our work developing Cleantech Curve (www.cleantechcurve.com), our support of Carbon Leapfrog and our environmental management programme. Business Green said "Simmons & Simmons' work supporting emerging green start-ups and charities has gone far beyond what would be expected of even the greenest law firms."

Certified ISO14001

The London and Hong Kong offices are certified to the international standard for environmental management, ISO14001. The standard demonstrates that in these offices, day-to-day business activities are managed to the highest environmental standards and subjected to systematic auditing and improvement. It is planned to certify the remainder of our network of international offices in an ongoing programme, starting with our other Asian offices.

Simmons & Simmons' Annual Global Greenhouse Gas Emissions



*Previously published figures adjusted in accordance with changes to DEFRA reporting methodology in the UK.

Facts and statistics

- Our global **Carbon Footprint** reduced 14%
- **Air travel** from London reduced 18%
- **Electricity** use reduced 12% in our London office
- **Natural gas** usage increased 11% in our London office*

*In collaboration with our Landlord, we are implementing a new strategy in 2012 that targets gas use and seeks efficiencies in our heating systems.

Carbon Leapfrog

Since May 2010 the firm has been working with Carbon Leapfrog, a charity founded by one of our partners, Steven McNab, in 2006. Leapfrog is a unique, business-led charity that channels free professional advice from service providers in a range of disciplines into carbon reduction projects. The firm acts pro bono for Leapfrog, hosts events, and provides free office space in the City. As well as providing ongoing real estate advice to the Bath Community Energy Project, we have recently taken on an exciting project for Brixton Energy Solar 1.

A team lead by Ann Marie Davies, Managing Associate in our Projects practice, is providing advice in relation to projects, real estate and planning. The project has seen the installation of several hundred square metres of solar panels on the roofs of the Loughborough Estate in Brixton, one the UK's most economically deprived areas with part of the income generated reinvested in energy saving improvements in the local area.



“Being able to assist Brixton Energy Solar 1 on this project has been a great experience. The team at Brixton Energy Solar 1 are appreciative of Simmons & Simmons’ input in making this project happen.”

Ann-Marie Davies, Managing Associate

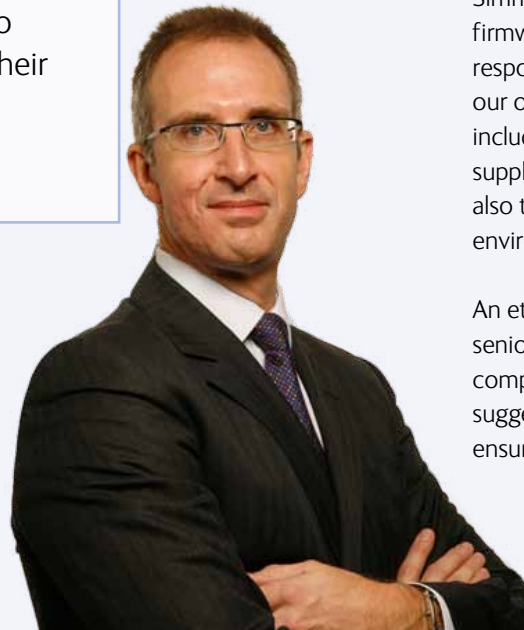


Our business

A core part of our CR strategy is to ensure that we conduct responsible business practices across the firm. We aim to meet the highest ethical standards in our work and do the right thing by our clients, employees and suppliers, at all times. This is consistent with our obligations under the UN Global Compact to respect and protect internationally proclaimed human rights and to work against corruption in all its forms.

“Simmons & Simmons has willingly embraced the adoption of a number of internal policies which promote and ensure ethical behaviour. However, at its heart, ethical behaviour is more about culture than about compliance with a set of rules, and at Simmons & Simmons we believe that our people fully understand what it means to act responsibly in all aspects of their working life.”

Chris Andrews, Director of Risk Management



Ethics

Our ethics policy contains a number of broad principles which apply to everything we do. These are based on our core values of service, responsibility and integrity. We recognise that as an international business, the detailed rules may be different but the principles remain the same across the firm.

We require all members of Simmons & Simmons to act in accordance with the firmwide ethics policy. We recognise our responsibilities to our clients and also to our other stakeholders. Our stakeholders include clients, members of the firm, suppliers and the wider community. We also take our responsibility to reduce our environmental impact seriously.

An ethics committee, chaired by our senior partner, monitors the firm's compliance with our ethics policy and suggests actions which should be taken to ensure that we continue to do so.

Risk management process and human rights due diligence

As part of the firm's commitment to the UN Global Compact, the firm has implemented a human rights due diligence process for taking on new clients. The purpose of this process is to enable the firm to comply with its obligations under principle 2 of the UN Global Compact and the Guidance set out in the UN Guiding Principles on Business and Human Rights. Where a new client is not itself a signatory to the UN Global Compact, our Risk Management Team will consider whether there is any evidence of direct involvement in breaches of internationally recognised human rights that should affect the firm's decision about whether a new client should be taken on.

Supplier and procurement management

As part of our ongoing commitment to responsible supplier and procurement management, we annually audit our top 100 suppliers via our corporate responsibility audit that covers environmental best practice and diversity monitoring. In addition to this, we host an annual roundtable discussion for our key suppliers to share best practice on corporate responsibility, with a particular focus this year on supply chain management. We were fortunate this year to be joined by two guest speakers at our

roundtable discussion, Alex van Vliet from Stonewall and Nathan Wimble from The CarbonNeutral Company who spoke about some of the work their organisations have carried out in the area of procurement and embedding diversity and inclusion in the supply chain.

Anti-corruption pro bono work

Partner Yves Baratte and the Paris Projects team have been utilising their experience of the mining industry in the Democratic Republic of Congo (DRC) to ensure transparency in that sector. In 2011, Yves and the team took on pro bono projects for NGO Swedwatch through A4ID, including providing advice to Swedwatch on whether there are adequate checks and balances in place in a new joint venture between a Swedish mining company and a DRC state owned mining company to allow transparency.



In 2012, a team in the United Arab Emirates (UAE) offices, led by Dispute Resolution partner Adrian Cole, completed a project through TrustLaw in conjunction with the University of San Andrés in Argentina on the regulation of the legal profession in relation to corruption compliance. The University is producing a report on corruption procedures internationally and the firm assisted by looking at the position in the UAE.



Client partnering on pro bono with Five Talents



Five Talents is a charity that aims to fight poverty, create jobs and transform lives by supporting microfinance initiatives in developing countries. These help the economically active poor to lift themselves out of poverty by starting small businesses (often with a loan as small as £100) to satisfy their own household needs. Our London office has provided Five Talents with a range of legal advice from intellectual property assistance to preparing loan agreement advice and, working alongside one of our financial institution clients, has advised on the Five Talents Charitable Investment Bond and pro forma loan agreements.

Goal setting

In the last 12 months we have made real progress in our efforts to develop our CR strategy and provide our people with an environment in which they are encouraged, supported and enabled to participate in our CR programmes.

We are committed to building on this success and have an ambitious agenda for 2012/13. We want to be open and transparent about our goals and our progress against them. We have set out below our objectives for the next 12 months and look forward to reporting on these in our next CR Review.

Focus	Target	Action
Social inclusion	Develop an international programme which supports young people in education with access to work and opportunities	<p>Create long term partnerships with schools in our local communities that have high numbers of students from low-income or otherwise disadvantaged backgrounds</p> <p>Develop a supportive programme of interventions and mentoring, including work experience, with the aim of improving the employability of young people entering the job market</p>
	Provide opportunities for members of the firm to share their expertise, knowledge and time in order to raise the aspirations and employment prospects of disadvantaged or at-risk groups or individuals	<p>Give our people access to a volunteer support programme that provides opportunities and time off work to engage in community volunteering initiatives</p> <p>Provide our people with opportunities to work with the charities supported by the Simmons & Simmons Charitable Foundation</p>
Pro bono	Increase pro bono engagement in all offices across our network	<p>Create opportunities for lawyers across the firm to participate in exciting and stretching pro bono projects</p> <p>Increase globally recorded pro bono hours by at least 40%</p> <p>Recognise and reward individuals for their contribution to the firm's pro bono work and introduce an appropriate recognition scheme for contribution to the wider CR agenda</p>
	Continue to develop pro bono client partnering programmes	Increase the number of client partnering programmes by 25% to widen the support and resources available to the organisations we support pro bono

Focus	Target	Action
Environment	<p>Control and reduce energy consumption and engage in regular communication with stakeholders to drive behavioural change</p> <p>Minimise material use, utilise recycling options internally and source recycled products where appropriate/possible</p> <p>Reduce activities identified as causes of pollution or environmental nuisance</p>	<p>Reduce absolute electrical consumption by 5% year-on-year</p> <p>Reduce absolute gas consumption by 5% year-on-year</p> <p>Reduce waste to landfill by 5% year-on-year</p> <p>Reduce consumables by 5% year-on-year</p>
Diversity and inclusion	<p>Improve the firm's gender balance</p> <p>Create an environment across the entirety of our network where talent can thrive regardless of their background and circumstances</p>	<p>Ensure that women are proportionately represented at all levels of the firm, particularly in partner roles</p> <p>Extend the support and services of our staff network groups to individuals in all our offices</p> <p>Develop greater flexibility in our working practices</p> <p>Ensure that the annual performance management cycle and promotion process has no bias (e.g. on grounds of gender, sexual orientation, race and disability)</p>

UN Global Compact Principles

As a signatory of the UN Global Compact we are required to report annually on the progress made in implementing the 10 Global Compact principles. The table below provides a quick reference to the relevant section in our CR Review:

Principle Area	Principle	Reference
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.	Risk management processes for new clients (page 25)
	Businesses should make sure that they are not complicit in human rights abuses.	Risk management processes for new clients (page 25)
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Staff networks (page 16) Inclusive policies and practices (page 17)
	Businesses should uphold the elimination of all forms of forced and compulsory labour	A safe working environment (page 17) Supplier and procurement management (page 25)
	Businesses should uphold the effective abolition of child labour	Risk management processes for new clients (page 25)
	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Gender Balance (page 15) Inclusive policies and practices (page 17) Stonewall top 10 employer (page 17) Flexibility (page 18)
Environment	Businesses should support a precautionary approach to environmental challenges.	Our environment section (page 20)
	Businesses should undertake initiatives to promote greater environmental responsibility.	Our environment section (page 20)
	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Our environment section (page 20)
Anti Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics (page 24)
		Anti-corruption pro bono work (page 25)

Our 2011/12 CR Award Winners

Congratulations to the following who have been recognised for their outstanding contribution to CR in the following categories:

Contribution to social inclusion

Lucy Jones, London

Contribution to pro bono For an international project

Kenichi Kinukawa, Tokyo
(currently on secondment to London)

By a team

NGONET Team
(Olivia Darlington, Justin Fredrickson, Michelle Green, Karen Kerrigan, Bridget O'Brien, Chris Owen, Anouska Perram, Maria Philippeos, Anna Worthington, Frances Stocks, Michael Thorne), London

For a local community project

Craig Bisson and Richard Jenkinson, London

Contribution to the environment

Raj Bavishi, London

Contribution to diversity and inclusion

Ania Rontaler, London

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Masaai people photo (page 02) provided by Chris Owen.

Masaai people photo (page 05) provided by Chris Owen.

Children from Changing Lives Foundation photo (page 07) provided by Hong Kong office.

Access to Law programme (page 09) by Georgina Cranston.

UNICEF photo (page 12) provided by Amsterdam office.

Amstel Gold Race (page 13) provided by Amsterdam office.

The Number One Club event (page 16) by Paul Bence Photography.

Gillian Wearing, Roger and Peter, 1994 (page 19) part of the Simmons & Simmons Art Collection.

Special thanks to Peter Cohen for all other images.

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