



# **DLA PIPER UN GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2013**





# REPORT

## I. INTRODUCTION

---

## II. RESPECTING AND SUPPORTING HUMAN RIGHTS (INCLUDING LABOUR RIGHTS)

1. Our People
  2. Our Suppliers
  3. Our Clients
  4. Our Communities
    - i. Human rights
    - ii. Access to justice
    - iii. International development
- 

## III. CONTRIBUTING TO A SUSTAINABLE ENVIRONMENT

1. Within the Legal Sector
  2. Within our Firm
  3. In Our Supply Chain
  4. Through our Advice to Clients
  5. Through our Pro Bono Projects
- 

## IV. WORKING AGAINST CORRUPTION

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## V. FURTHER INFORMATION

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# STATEMENT

I have the pleasure to submit DLA Piper's first annual Communication on Progress. This report describes the steps we have taken during 2013 to make the Global Compact and its ten principles on human rights, labour, environment and anti-corruption part of the strategy, culture and day-to-day operations of our firm. It also details our objectives for 2014, as the Global Compact and its principles are further integrated into our business.

As we move into the second year of our engagement, I would like to take this opportunity to express our continued support and commitment to the Global Compact and its ten principles.

Finally, I would note that we have made this report available on our website in order to support public accountability and transparency concerning our efforts relevant to the Global Compact.

Yours sincerely,



**Anthony Angel**

Global Co-Chairman

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# I. INTRODUCTION

As a dynamic, innovative and leading global business law firm, DLA Piper is committed to the highest standards of honesty, openness and accountability. Our approach to the United Nations Global Compact (UN Global Compact) is implemented throughout our global business, which operates through two partnerships, DLA Piper International LLP ('DLA Piper International') and DLA Piper LLP (US) ('DLA Piper US'). Each of the partnerships has an appropriate governance and executive structure, and the two partnerships are bound together by a Swiss Verein with a Global Board appointed by and from DLA Piper International and DLA Piper US.

As part of the legal services industry, we view the foundation of our profession to be about both, service to our clients, individuals, organizations, and private and public entities, and about supporting the rule of law to enable the progress of mankind. Thus, we not only strive to achieve excellence in everything we do for our fee-paying clients, but also use our legal knowledge and our resources to meet

our social responsibilities and to deliver pro bono work that furthers human rights, including access to justice, environmental sustainability and the UN Millennium Development Goals. In 2013, DLA Piper was named one of Who's Who Legal's top 10 firms in the world for pro bono and our pro bono work through New Perimeter was awarded the 'Lifetime Achievement Global Citizenship Award' by The American Lawyer Magazine.

The diversity within our firm, in terms of nationalities, cultures and expertise is at the heart of our values and allows us to serve as valuable partners in furthering the needs and interests of all of our clients.

Our formal commitment to the Global Compact and its ten principles of human rights, labour, environment and anti-corruption was made in February 2013. The following report covers the 2013 calendar year and reflects actions we took during the year, as well as our objectives for 2014.

## II. RESPECTING AND SUPPORTING HUMAN RIGHTS (INCLUDING LABOUR RIGHTS)

HUMAN RIGHTS PRINCIPLES	LABOUR RIGHTS PRINCIPLES
<ul style="list-style-type: none"> <li>■ <b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</li> <li>■ <b>Principle 2:</b> Make sure they are not complicit in human rights abuses.</li> </ul>	<ul style="list-style-type: none"> <li>■ <b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</li> <li>■ <b>Principle 4:</b> The elimination of all forms of forced and compulsory labour;</li> <li>■ <b>Principle 5:</b> The effective abolition of child labour; and</li> <li>■ <b>Principle 6:</b> The elimination of discrimination in respect of employment and occupation.</li> </ul>

DLA Piper is committed to respecting and supporting international human rights throughout our business operations and ensuring that we are not complicit in human rights abuses. DLA Piper International was one of the first law firms to express these commitments in a Human Rights Policy statement, which was developed during 2013. The policy also expresses our commitment to uphold the principles outlined in the UN Global Compact and the UN Guiding Principles on Business and Human Rights.

During the course of 2014, we intend to review and enhance our existing policies and processes to determine how to further implement our commitment to respect and support international human rights throughout our operations. We will also continue to contribute to sector-wide discussions on steps to encourage implementation of the United Nations Guiding Principles on Business and Human Rights by lawyers and law firms, as a member of the Business and Human Rights Advisory Group of the UK Law Society.

### DLA PIPER'S HUMAN RIGHTS POLICY IS CONSISTENT WITH:

- the International Bill of Human Rights
  - Universal Declaration of Human Rights
  - International Covenant on Civil and Political Rights
  - International Covenant on Economic, Social and Cultural Rights
- the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- the UN Guiding Principles on Business and Human Rights



## I. OUR PEOPLE

DLA Piper is a diverse firm, with a powerful mix of nationalities, cultures and expertise. Our strong commitment to equality, diversity and inclusion is fundamental to our success as a global law firm and we believe it enables us to hire the best talent, build the most effective teams, deliver the highest level of client service and be effective contributors to our local communities.

As our organization of over 8,000 employees operates across 30 countries throughout the Americas, Asia Pacific, Europe, Africa and the Middle East, our Human Resources policies in each jurisdiction are tailored to the legal, regulatory and cultural requirements of each territory. We value every one of our people on their merits as individuals and their ability to carry out their work to the highest standards and strive to ensure that everyone at DLA Piper has full access to promotion and training opportunities in line with their abilities and skills.

We are also committed to creating a safe working environment for all employees, providing training and supervision when necessary. Everyone in the firm is expected to take reasonable care of their own safety and that of others, and co-operate fully with health and safety arrangements. We were internationally certified to OHSAS 18001, an internationally recognized occupational, health and safety management system series standard, again in 2013, for the fifth straight year.

We actively promote a culture that is inclusive of all, where everyone has the opportunity to grow their career and where pathways to career progression are transparent. In recognition that our lawyers have responsibilities and interests outside the firm and that they may need or desire flexibility to better integrate life and work, we have implemented an Alternative Work Solutions initiative that permits lawyers to create individually tailored

arrangements designed to accommodate their interests and meet the needs of the firm and its clients. These include reduced-hours schedules, ramp-up schedules and full-time flexible work arrangements.

The firm's strategy for diversity is developed by the Executive and overseen by the governance bodies of DLA Piper International and DLA Piper US with implementation carried out across global offices by local teams responsible for ensuring the firm-wide diversity objectives are met. We have an Equality and Diversity Policy and are progressively rolling out a training module on Equality and Diversity in the Workplace to be undertaken by all of our people. By the end of 2013, we had embedded the training module in our offices in the key jurisdictions of the UK, Australia and the US.

Our unambiguous respect for diversity extends not only to gender, ethnicity, sexual orientation and background, but also to the many cultures represented within our firm. In pursuit of this, we have undertaken internal initiatives to ensure the diversity of our employees. For example, our Diversity Board and Leadership Alliance for Women work to create an empowering environment and provide a platform for the development and support of the careers of our employees through networking events and an award-winning mentoring scheme. The network now has over 500 members and its mentoring scheme won an award for 'Best International Firm Mentoring Program' at the 2012 Women in Business Law Awards.

Yet, we recognize that diversity in the legal profession is a systemic issue, with roots that extend beyond our firm and reach back through university studies and even access to basic education opportunities. Therefore one of our global projects is 'Break into Law', an initiative focused on removing barriers to the wide range of legal and non-legal careers within the legal sector. In every region around





the world, we are using our resources and the skills of our people to ensure underrepresented young people have the opportunity to gain access and insight into the legal sector and career progression within it.

The Break into Law initiative involves a variety of projects including mentoring, work experience, CV and interview skills workshops, research, thought leadership events and scholarships. Improving equality, diversity and inclusion within the legal profession is a significant global priority for DLA Piper and Break into Law enables us to achieve a collective impact on this key issue within our sector.

Break into Law begins with projects that improve access to education for young people, moving through to initiatives that provide insight into and experience within our industry, directly linking into our firm's diversity priorities. The projects offer guidance and opportunities to talented, bright, young people who may not otherwise be able to access employment opportunities in the legal sector. In 2013 Break into Law was recognized by the Financial Times Innovative Lawyers Awards for the initiative's approach to encouraging talent into the profession. The initiative also received the first All About Law 'Social Mobility Award'.

We recognize that our diversity initiatives have a long-term time horizon, but we believe that we are on a journey and while we still have some distance to travel, with strategic approaches in our geographic regions, we are already making progress.

## 2. OUR SUPPLIERS

DLA Piper is committed to utilizing suppliers who respect human rights through, among other actions, promoting safe and fair working conditions and ensuring respect for the four key rights and principles in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labour; effective abolition of child labour; and elimination of discrimination in respect of employment and occupation.

In 2013, we updated our global Sustainable Procurement Policy and are now implementing it with our suppliers to ensure they uphold respect for human rights, as well as pursue responsible management of environmental issues and anti-corruption measures. The policy is being used

with all new material suppliers and we intend to have at least 50% of existing strategic suppliers (approximately 200) sign up to the policy and complete a self-assessment questionnaire in 2014.

As a global business law firm, DLA Piper recognizes that, within our supply chain, there are many different national cultures, with their own laws, norms and traditions. As some suppliers will face more complex issues than others in implementing our Sustainable Procurement Policy, we are committed to working with our suppliers to assist them in understanding human rights and adopting best policies and practice to ensure respect for such rights in practice. In doing so, we not only strengthen respect for human rights, but also improve the quality of life of persons working for entities within our supply chain.

## 3. OUR CLIENTS

Our clients are at the very heart of our business, we strive to achieve excellence in everything we do for them. Consistent with this approach, we are taking steps to assist and support our clients' respect for human rights, through our advice on client matters, training and the pro bono projects we carry out collaboratively with them.

For example, as part of our commitment to the UN Global Compact, we have developed a package of training opportunities for some of our core clients on Business and Human Rights, encompassing a series of seminars for their board and employees. During 2013, we provided Business and Human Rights Training for some of our clients and the broader business community, helping them to understand and respond to the expectations of the United Nations Guiding Principles on Business and Human Rights, which outline the responsibilities of business in relation to upholding human rights.

Until recently, it has not been possible for most in-house lawyers to provide pro bono services to the community due to the lack of professional indemnity coverage. To address this problem, we introduced a free professional indemnity insurance scheme for the National Pro Bono Resource Centre in Australia, which has enabled in-house lawyers to participate in the delivery of free legal services to the community. We also played a role in reforming regulatory regimes in Australia and Singapore to allow in-house lawyers to give pro bono advice and have amended our own professional indemnity insurance so that we can enable in-house counsel from any of our international clients to partner with us on pro bono work around the world.

During 2013, we also partnered with Harvard Business School and the Boston Consulting Group to develop sustainability training materials for the UN Global Compact's LEAD Programme companies, which will be delivered in 2014. During 2014, lawyers from several of our European offices will also be supporting the UN Global Compact to train the boards of multi-national corporations, including many of our clients, on Business and Human Rights and Sustainability.

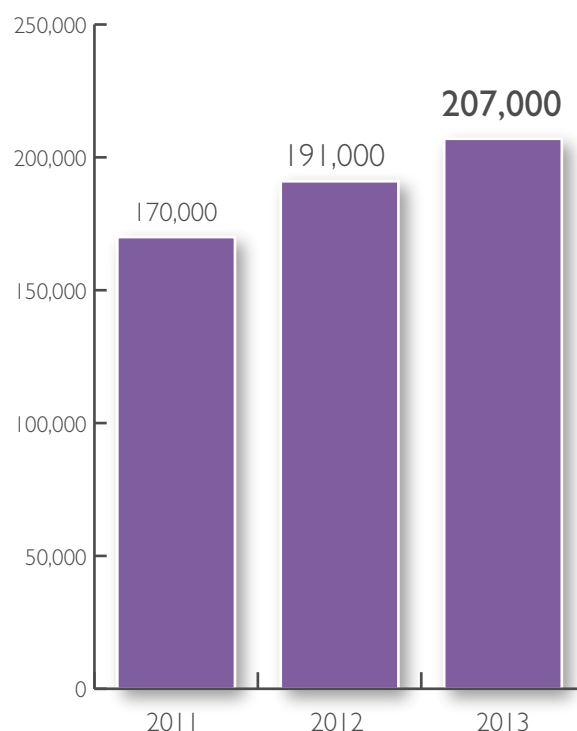
Alongside the British Embassy, Unilever, Rolls Royce, Nord Anglia and the Chinese Ministry of Commerce, we will also help to develop and run a forum in 2014 that builds upon the lessons of the 2012 forum 'UK-China Business Dialogue: What takes a country from Good to Great'. The 2014 forum will continue to encourage a collaborative response to implementing the UN Guiding Principles within China. The 2012 forum, organized and delivered by DLA Piper and the other organizations mentioned above, was aimed at determining how best government, business and civil society can collaborate to implement the UN Guiding Principles on Business and Human Rights in China. Attendees represented multinational companies operating in China, Chinese state and private companies, non-government organizations, media, academics and government officials.

#### 4. OUR COMMUNITIES

We believe in active participation in the wider community as individuals and as a firm. One of the most important ways DLA Piper, as a global business law firm, can contribute to our local communities where we work and globally, is through the provision of pro bono services. Our pro bono work not only furthers our relationships with the communities we serve, but also supports the promotion and advancement of a range of human rights. We believe that pro bono work provides personal and professional development for our people and raises their awareness of human rights issues.

Our firm's policies support and encourage participation in our pro bono projects. All of our offices participate in pro bono work and we expect every lawyer to make a serious and sustained commitment to pro bono and our communities. We are one of very few firms that have dedicated pro bono partners, as well as more than a dozen pro bono counsel, managers and staff around the world to fulfil this commitment. In 2013, our firm carried out over 207,000 hours of pro bono legal work globally. Our commitment to global issues and supporting community needs through pro bono is underpinned by our Pro Bono Policy.

#### GLOBAL PRO BONO HOURS



The firm pursues pro bono work in a collaborative manner, with our lawyers cooperating with their international colleagues, clients, nonprofit organizations, governments and academic institutions, to accomplish our collective goals. Partnering with others enhances the results that can be achieved and helps to build a pro bono culture in the legal profession around the world. For example, in Russia, we work alongside partners Verizon, White & Case, Microsoft and PILnet to design and deliver a 'Professional Responsibility and Ethics in the Global Legal Market' course each year at Moscow State University. The course provides law students with practical experience and insight into the ethical issues lawyers face working in global organizations.

Collaboration is a key component of many of the projects we deliver, in particular through our unique nonprofit organization New Perimeter, which focuses on high impact pro bono projects in developing and post-conflict countries. Founded in 2005 as a result of our firm's commitment to support legal advancement worldwide, New Perimeter draws on the skills and talents of more than 4,200 DLA Piper lawyers globally. Since 2010, we have partnered with firm client GE on a New Perimeter legal drafting teaching project at the Law School of Tanzania in Dar es Salaam, Tanzania. The project was



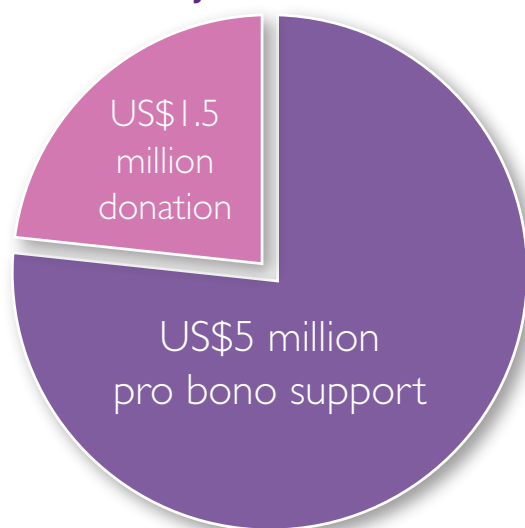
initiated by DLA Piper at the request of the International Senior Lawyers Project (ISLP) and developed in cooperation with ISLP and our Tanzanian affiliate partner IMMMA Advocates. To date, over 980 Tanzanian law students have benefitted from the teaching sessions.

We use the legal knowledge of our lawyers and the skills of all our employees to provide high quality services to support human rights. We do transactional and litigation work on a range of legal areas including nonprofits and charities and tax. We also support human rights, with a particular focus on access to justice and international development through our pro bono work. The following are some of the pro bono activities we carried out in 2013:

### i. Human Rights

- In April 2013, we launched a three year partnership with UNICEF to strengthen the protection of children around the world. During the partnership we will provide pro bono assistance through the UK Committee for UNICEF to the value of US\$5 million. In addition, we are making a donation of US\$1.5 million to UNICEF's global child justice programme. Our pro bono work includes contributing to the development of a 'Justice for Children' handbook in support of UNICEF's work to help ensure that judicial and administrative systems throughout the world take into account the rights of children, reviewing and analyzing national legislation in Georgia to enable alignment with international child rights standards and training on legal topics and skills for UNICEF National Committees.

### UNICEF CHILD JUSTICE PARTNERSHIP



US\$5 million pro bono support  
+ US\$1.5 million donation

US\$6.5 million UNICEF Child Justice Partnership

- Through our nonprofit organization New Perimeter we assisted the International Bar Association in the development of a smart phone application designed to promote the identification, reporting and prosecution of crimes such as genocide, torture, crimes against humanity and war crimes.
- We worked with organizations such as Women Win, the Global Fund for Women, Oxfam, Vital Voices, Room to Read, MADRE and Plan International to support their efforts in economic development and human rights. We also provided pro bono support to Walk Free, in aid of their fight to end modern slavery.
- We seconded a lawyer to the Australian Human Rights Law Centre (HRLC) for the sixth year in a row.
- We developed a 'DLA Piper Guide to the United Nations Declaration on the Rights of Indigenous Peoples' alongside pro bono client Indigenous Community Volunteers.
- We developed and delivered legal skills workshops for staff within the International Organization for Migration and other organizations tackling human-trafficking.
- In November 2013 we were awarded the prestigious Trust Law Collaboration Award alongside CMS Cameron McKenna for our work with the Anti-Domestic Violence Network/Beijing Fanbao (China) supporting advocacy for anti-domestic violence legislation in China.

### ii. Access to Justice

Through our global pro bono practice we support numerous projects and legal advice clinics to ensure access to justice.

- Since 2010, in partnership with the Southwark Citizens Advice Bureau, we have run a pro bono clinic in London that provides debt and benefits advice to people experiencing difficulty paying their council tax.
- In Leeds we have been supporting asylum seekers to access the legal support they require through the Manuel Bravo Project since 2007.
- We are a founding participant in the United Arab Emirates' first pro bono clinic which was launched in 2012 and is supported by the Dubai International Financial Centre Judicial Authority, the independent judicial system of Dubai.
- In China we support a legal clinic in partnership with Save the Children.
- In the US, we partner with client Verizon to run a monthly legal clinic for veterans.

- In Melbourne we support a clinic set up to provide homeless clients with legal advice.
- We partner with Seven Wentworth Chambers New South Wales to assist the HIV/AIDS Legal Service, a specialist community legal centre funded to provide free legal services and advice to people with HIV-related legal matters.
- We help prisoners and former prisoners, who often face multiple barriers to understand and access their rights, with legal advice and representation in partnership with Victoria Legal Aid, as part of our 'Victims of Crime Project'.
- We are also providing prisoners with access to justice in Brisbane through the 'Safe Way Home Partnership,' in which our lawyers advise prisoners in the preparation of their parole applications and in Singapore through the 'Criminal Legal Aid Scheme' run by the Law Society of Singapore.

### iii. International Development

- We have been working with the Government of Timor-Leste since 2008 to provide pro bono support on matters relating to business, finance, human rights and foreign affairs. In addition to providing secondees to the government, through New Perimeter, we have supported a special project to establish special economic zones for the government to enable and encourage foreign trade and investment in the country to support its economic development.
- In Asia Pacific we are focused on enhancing the legal capacity of the Pacific Islands through our 'Pacific Islands Nation Development' signature project. Through this project we are helping to build and develop the legal skills of more than 300 lawyers in the Pacific Islands, in order to improve access to quality justice throughout the region.





# III. CONTRIBUTING TO A SUSTAINABLE ENVIRONMENT

## ENVIRONMENTAL PRINCIPLES

**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.

As one of the world's largest business law firms, we strive to be an exemplary leader in environmental sustainability. We support a precautionary approach to environmental challenges and we undertake initiatives to reduce our own operational environmental impact, which is, as a law firm, already quite small. We believe that our greatest contribution to the environmental challenges of today is the advice and support we provide to our clients, including pro bono clients, in both managing their own environmental impacts and assessing and responding to climate-related legal risks. We also contribute to global discussions of approaches to climate change adaptation.

Our sustainable approach to the environment is embedded into our firm with our two joint CEOs responsible for setting environmental expectations, a Global Sustainability Initiative and the day-to-day running of our environmental approach implemented by two Chief Operating Officers with the support of our Procurement, IT, Risk and Facilities teams.

### I. WITHIN THE LEGAL SECTOR

We continue to maintain a leadership role within the legal sector on addressing environmental issues. Our Global Co-CEO and Managing Partner, Sir Nigel Knowles, serves as Chairman of the Legal Sector Alliance (LSA), an inclusive movement of over 250 law firms committed to working collaboratively to take action on climate change, of which we were a founding firm. Through the LSA, our firm has supported the establishment of the Australian Legal Sector Alliance. We also are assisting with the extension of the LSA's presence in the US, through the Law Firm Sustainability Network, and will contribute to the LSA's future expansion in Hong Kong.

Given the significant human impact climate change is already having in the Pacific, we have developed workshops to promote an awareness and understanding of the law relating to climate change adaptation for lawyers in the Pacific. These were carried out in August 2013 in partnership with the Centre for Asia Pacific Pro Bono (CAPPB) and the United Nations Educational, Scientific and Cultural Organization (UNESCO). The resulting report from the workshops 'Climate Change Adaptation – Guided by the Law' contributes to the global discussion of climate change and is available at [www.dlapiper.com/australia/climate-change-adaptation](http://www.dlapiper.com/australia/climate-change-adaptation).

### 2. WITHIN OUR FIRM

We have a global Environmental Policy that applies to all of our offices and requires all employees to take reasonable care of the Environment. In addition, all employees receive training on our environmental approach as part of their induction when joining the firm. From a practical standpoint, we work to reduce our environmental impact in four key areas: travel, energy, waste, and procurement.

During 2013, we strengthened our strategic and integrated approach to managing the environmental impact of our business by restructuring our Global Sustainability Initiative (our global committee that meets 3-4 times a year, which we were the first law firm to introduce in 2007), to ensure there were representatives from across the most relevant functions of our business for implementing change in regards to Sustainability (i.e. Procurement, IT, Risk and Facilities, as well as our Corporate Responsibility (CR) team). This reconstituted committee set new targets for minimizing

our environmental footprint, launched a revised global Sustainable Procurement Policy and increased the number of suppliers signed up to the revised policy. We also recruited a new member for our CR team with significant environmental management experience, as former Manager of the Legal Sector Alliance, to help us achieve further success in 2014.

In 2013, we continued our efforts to reduce our environmental footprint. We were re-examined and certified to ISO 14001, the international standard for environmental management, which we have now held for seven years. We remain one of very few global

law firms to achieve this worldwide certification. In addition, we continue to seek out new technologies and maximize their use to reduce our environmental impact. Telepresence, the virtual meeting technology that provides an effective alternative to travel, which we were the first law firm to acquire, has now been implemented in the majority of our offices worldwide. Following a strategic internal initiative in 2013 to reduce travel costs, our usage of Lync (an online communication tool that facilitates messaging through to video conferencing), to communicate between global offices, has increased by nearly 75%.

## OUR ENVIRONMENTAL FOOTPRINT – KEY GOALS

	ACHIEVEMENTS 2013	TARGETS 2014
Travel	Increased use of alternatives to travel (Telepresence and Lync).	Increase the firm's use of IT communications systems as an alternative to travel.  Establish best practice materials to influence people's behaviour towards more responsible and sustainable travel.
Energy	Reduced energy consumption by 4%.	Reduce energy use by 5% by 2015 (baseline 2011).  Increase number of offices using green energy on a year by year basis.
Waste	Reduced use of paper by 11% (baseline of 2012).  Rolled out cloud printing in more of our offices.  Carried out recycling of: <ul style="list-style-type: none"> <li>■ paper in 96% of offices;</li> <li>■ toner cartridges in 95% of offices;</li> <li>■ plastic and glass bottles in 92% of offices; and</li> <li>■ cardboard in 93% of offices.</li> </ul>	Reduce global paper use by 15% by 2015 (baseline 2012).  Increase the level of recycling taking place across our global offices.
Procurement	Revised global Sustainable Procurement Policy.  Increased the number of suppliers signed up to the Sustainable Procurement Policy.	Categorize suppliers and develop a group of strategic suppliers.  Ensure 50% of strategic suppliers are signed up to the Sustainable Procurement Policy and have completed the self-assessment questionnaire by the end of 2014, as part of the longer term objective of ensuring 100% of strategic suppliers are signed up to the Sustainable Procurement Policy and have completed the self-assessment questionnaire by 2015.



### 3. IN OUR SUPPLY CHAIN

We are committed to the highest standards of sustainable procurement throughout our extended supply chain. As stated above in section III.2., in 2013 we updated our global Sustainable Procurement Policy and intend to have 50% of our strategic suppliers (approximately 200) sign up to the policy and complete a self-assessment questionnaire in 2014.

We understand that some suppliers will face more complex issues than others in implementing our Sustainable Procurement Policy. Therefore, we are committed to working with our suppliers to assist them with the adoption of best policies and practice related to environmental sustainability.

### 4. THROUGH OUR ADVICE TO CLIENTS

We advise our clients on all environmental aspects of their business, from climate change, carbon trading and regulation to renewable energy projects and strategic environmental planning through our Energy sector and our Regulatory and Government Affairs practice. The following examples illustrate this work:

- Working with our partner firm in South Africa, DLA Cliffe Decker Hofmeyr, DLA Piper's Melbourne finance and projects team is currently acting for over half of the project bidders or lenders for South Africa's multi-billion dollar 'Independent Power Producer Procurement Program'. On completion, this will be the largest renewable energy project in the world and aims to generate 42% of all new electricity from renewable energy sources in South Africa over the next 20 years using solar, wind, hydro, biomass and biogas projects.
- We have provided the UK's largest producer of steel with strategic advice on the international climate change regime and the EU emissions trading scheme and assisted with the development and review of its climate change policy.
- For China Hydroelectric Corporation's successful US\$96 million NASDAQ initial public offering (IPO), we advised on the pre-IPO financing and the acquisition of hydropower plants in China. We also provided structuring advice for its operations, implemented a corporate reorganisation and advised on Clean Development Mechanism eligibility.
- In the US, we work closely with policy makers at the Environmental Protection Agency, Department of Energy and the White House Council on Environmental Quality and we have represented clients affected by all the major environmental statutes.

### 5. THROUGH OUR PRO BONO PROJECTS

DLA Piper considers its pro bono work one of the essential means to contribute to a more sustainable environment. Thus, our pro bono clients also benefit from our legal knowledge on environmental matters.

- Through our nonprofit organization New Perimeter, we are assisting Conservation International Foundation in conceptualizing, negotiating and drafting key legal agreements required for the implementation of two forest carbon conservation, or REDD (reducing emissions from deforestation and forest degradation), projects – one in the Democratic Republic of Congo and the other in Peru.
- Our global pro bono team represented developing country Georgia for the second year in a row at the 2013 UN Framework Convention on Climate Change (UNFCCC) conference and continues to provide support to the Georgian government on the development and implementation of their subsequent environmental policies.
- As mentioned above in III.1., in the Pacific we recently ran pro bono climate change adaptation workshops in partnership with the Centre for Asia Pacific Pro Bono and the United Nations Educational, Scientific and Cultural Organization (UNESCO), producing a summary report entitled 'Climate Change Adaptation – Guided by the Law'.

We also dedicate our time and legal experience to business projects for environmental nonprofits and thereby assist them to effectively operate and carry out their environmental mandates. For example, our provision of pro bono legal services to the Abu Dhabi Sustainability Group enabled them to establish their independence from the Abu Dhabi Environment Agency. Some of the other organizations we have helped with their organizational law issues include:

- WaterAid,
- World Wildlife Fund, and
- The Nature Conservancy.



## IV. WORKING AGAINST CORRUPTION

### ANTI-CORRUPTION PRINCIPLE

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

As a global business law firm we adhere to the highest regulatory and professional standards in order to protect our business, our reputation and our clients. We have guidelines and a Compliance Handbook for our people that outline our approach and policies for our legal, risk and compliance governance framework, inclusive of anti-bribery and anti-corruption, anti-money laundering and ethics.

Everyone in our firm is personally responsible for their ethical and professional conduct and observance of our risk and compliance policies and related procedures. Our firm has a zero tolerance approach to breach of our policies whether it involves private individuals or public officials. If employees have knowledge or suspicion of bribery or corruption, or believe that our risk and compliance policies and related procedures have been, or are being breached, they have an obligation to report this knowledge or belief immediately by following our Whistleblowing Policy and procedures.

Our publicly stated policy on Anti-Bribery and Corruption complies with international best practice (UK Bribery Act) and the firm's engagement in anti-bribery and anti-corruption is reinforced through Board sponsorship and commitment to the policy and related procedures. When we implemented our policy on Anti-Bribery and Corruption, we ran mandatory training for our employees and incorporated an evaluation of new clients and on-going monitoring into our risk management processes and procedures.

We are known as thought leaders on issues of anti-bribery and corruption and have hosted events for our clients and other stakeholders outlining and promoting best practice on this subject. We were one of the first law firms to appoint a Director of Risk Management and Insurance to oversee our extensive Risk Management and Compliance teams. Our Director is also currently President of the Federation of European Risk Management Associations (FERMA).





## V. FURTHER INFORMATION

For additional information about DLA Piper's approach and activities related to the UN Global Compact principles, please refer to the following:

Break into Law

[www.dlapiperbreakintolaw.com](http://www.dlapiperbreakintolaw.com)

Corporate Responsibility

[www.dlapiper.com/global/corporate\\_responsibility](http://www.dlapiper.com/global/corporate_responsibility)

Diversity

[www.dlapiperdiversity.com](http://www.dlapiperdiversity.com)

Environmental Sustainability

[www.dlapiper.com/global/corporate\\_responsibility/environmental\\_sustainability/](http://www.dlapiper.com/global/corporate_responsibility/environmental_sustainability/)

New Perimeter initiative

[www.newperimeter.org](http://www.newperimeter.org)

Pro Bono

[www.dlapiperprobono.com](http://www.dlapiperprobono.com)

UNICEF child justice partnership

[www.dlapiper.com/unicef](http://www.dlapiper.com/unicef)

Additionally, we welcome any queries or comments you may have on this report. Please address them to:

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Partner, Head of Pro Bono and

Corporate Responsibility – International

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If you have finished with this document, please pass it on to other interested parties or recycle it, thank you.

[www.dlapiper.com](http://www.dlapiper.com)

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