



Corporate  
Responsibility

2013/14  
Annual Review

# Firm at a glance

**14,957**

globally recorded pro bono hours worked by our people

**1,846**

people located in 22 offices worldwide

**9%**

reduction in global CO<sub>2</sub>e emissions per person



8th in the 2014 Stonewall Workplace Equality Index and highest ranked law firm



Ranked in the Times Top 50 employers for women



Winner of the Working Families "Best for flexible Working Award" 2013 and included in the Top 30 Employers for Working Families

**Shortlisted:**

Green Business Leader Awards 2014: Law Firm of the Year

**Shortlisted:**

Euromoney Women in Business Law Awards: Best International Firm for Pro Bono 2014

**£5,019,068**

the value of pro bono work undertaken by our fee earners

# Welcome from our Senior Partner

Welcome to our 2013/14 corporate responsibility review which sets out our continued commitment to corporate responsibility.

As a leading international law firm with offices in Europe, Asia and the Middle East, we take our responsibilities to our clients, our people and the communities in which we do business seriously. This review reports our progress against our corporate responsibility (CR) objectives over the last financial year.

Everyone in the firm has an important role to play in implementing our CR strategy and I never cease to be surprised – and extremely pleased and proud – at the extent of our engagement across a host of CR initiatives. Many of these go on quietly, and under the radar, and so I am pleased that this review provides the occasion to shine a little bit of light on the many amazing things that our colleagues do in their spare time.

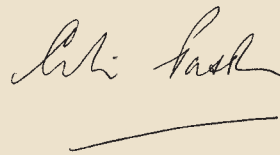
I would like to highlight a few of our significant achievements this year:

- As a firm we have had a real push across our international network to increase our contribution towards pro bono work. This has brought a tremendous result with nearly 15,000 hours recorded by many colleagues on a range of pro bono matters, both local and international.
- Social inclusion remains a core focus of our CR strategy and in that regard I am pleased to see that our links with Frederick Bremer School in Walthamstow, London, continue to thrive with 36 students now participating in our Young Talent Programme. Many members of the firm have volunteered their time over the past year to support the students in the programme which has proved equally beneficial for all involved.

- The third area I would like to highlight relates to diversity and inclusion more widely. I am pleased that we have maintained our position as the highest ranked law firm in the Stonewall Workplace Equality Index for the sixth year running. Similarly, we are included in the Times Top 50 Employers for Women list again this year. We are proud to be recognised for the progress we are making towards improving our firm's gender balance and the inclusivity of our workplace more widely although there is no room for complacency here and these remain priority business issues for the firm.
- Lastly, we continue to reduce our impact on the environment and reduced carbon emissions from our business activities per person by 9% over the past year.

Please take the time to look at this review. Many people across the firm have given a lot of their time to our CR initiatives, quietly and without seeking recognition and in doing so, we have collectively achieved so much this year.

I would like to thank everyone for their contribution.



**Colin Passmore**  
Senior Partner



# CR overview

Our CR strategy is focused around the theme of “Access” and specifically four key strands:

- supporting young people in education to access work and opportunities
- making the world of work, and the legal profession in particular, more accessible to people from a diverse range of backgrounds and circumstances
- making legal services and funding more accessible through our pro bono legal work and donations from the Simmons & Simmons Charitable Foundation
- supporting environmental issues and minimising the impact the firm has on our environment.

We assess our impact across these four key strands within the local communities in which we operate, our workplace, our environment, ensuring that at all times our business maintains its ethical standards.

We also remain fully supportive of 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.

# Pro bono

In the past year the firm has consolidated the international reach of our pro bono programme by setting an international 50 hour expectation and recognition for pro bono work. This has resulted in a growing involvement from people in our offices outside of London, with a 120% increase in hours in the past year. We continue to take on projects in jurisdictions in developing markets to support the development of the rule of law in line with our UN Global Compact obligations, with a particular focus in the past year on Colombia (involving our work for Christian Aid and AB Colombia) and pro bono work for a significant number of Africa focused NGOs and charities.

The firm's pro bono clients and projects have grown significantly: the firm now supports over 140 pro bono clients and 400 projects. In 2013/14 our people recorded 14,957 pro bono hours, an increase of 35% over the year before. We continue to take on new pro bono work through Advocates for International Development (A4ID), Trustlaw (the Thomson Reuters Foundation's global pro bono service), the International Senior Lawyers Project-UK, PURE Leapfrog, LawWorks and Lawyers Volunteering for the Arts.

“We are particularly pleased this year by the commitment and enthusiasm of our colleagues across Europe, the Middle East and Asia who have embraced the firm's ‘joined up’ approach to pro bono. It has enabled us to significantly increase the level of support we are able to provide to those who are most in need of legal advice and are otherwise unable to access it.”

Richard Dyton,  
Pro bono Partner



# Our communities

We are committed to giving our time, energy, ideas and skills to support individuals and organisations within the communities in which our people live and work.

## The Young Talent Programme

Over the last year we have continued to develop our successful secondary school programme with Frederick Bremer School in Walthamstow, London. We remain proud supporters of the Social Mobility Business Compact and PRIME and working with the Twist Partnership, our programme both complements and exceeds these commitments.

Each year we select a group of twelve able Year 10 students (aged 14 and 15) who, because of their potential and current achievement levels, are likely to gain the greatest benefit from the programme. The programme itself consists of a series of interventions and mentoring, including work experience, presentations, workshops and paid internships. We have made a commitment to support these students for up to seven years – during Years 10, 11, 12 and 13 while they are at school and college, and, if they decide to go on to university, we continue to provide ongoing mentoring and an opportunity for them to apply for a bursary from the firm's Charitable Foundation.

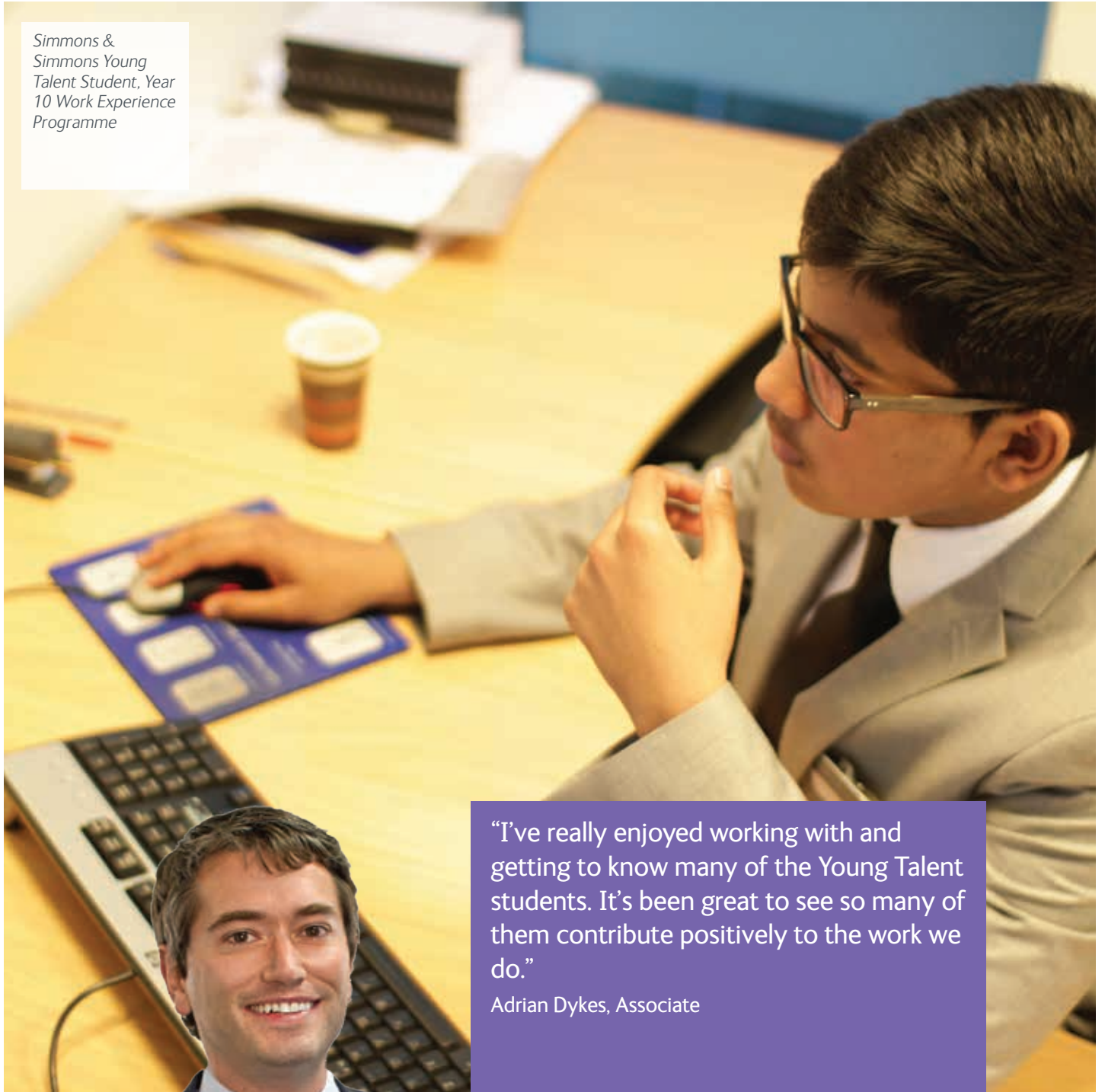
As at 30 April 2013, 36 young people had been selected onto the Young Talent Programme and successfully completed one week of work experience at the firm. Twelve Year 11 students will be coming back to the firm in the summer of 2014 for a week's paid internship. To date, student feedback has highlighted increased confidence, higher aspirations and a greater awareness of the range of career opportunities and the skills required in the legal profession.

Through ongoing development of the programme, we have strengthened our relationship with the school and its teaching staff and identified additional opportunities for collaboration and support involving our staff network groups. We have also partnered with our clients and suppliers and are delighted that they have volunteered their time to deliver challenging and thought provoking skills based sessions to the students. Our on-site suppliers have also offered work shadowing opportunities.



*Simmons & Simmons Young Talent Students, Year 10 Work Experience Programme*

Simmons &  
Simmons Young  
Talent Student, Year  
10 Work Experience  
Programme



“I’ve really enjoyed working with and getting to know many of the Young Talent students. It’s been great to see so many of them contribute positively to the work we do.”

Adrian Dykes, Associate

# Our communities

## Sunshine Action

Our Hong Kong office has supported Sunshine Action again this year, an organisation that provides health and welfare support to low-income families and individuals living in Hong Kong. The team organised a number of charitable events throughout the year to raise vital funds for the organisation and 20 participants from the office, together with family members and friends, took part in the 11km Hike for Hunger along Mount Parker Road and the Tai Tam Reservoir.

## Debate Mate

Debate Mate is a unique, international educational charity dedicated to improving social mobility using cost-effective peer-to-peer debate mentoring. For the second year running a group of volunteers - associates and trainees - from our London office have attended and mentored weekly Debate Mate sessions at the Central Foundation Boys School. The group mentors students aged between 13-14, to encourage communication, critical thinking and increased confidence and self esteem.



## Dubai Caledonian Society

Our UAE offices have assisted the Dubai Caledonian Society, which raises funds for charities both in Scotland and the UAE. This year we have advised the Society in relation to key constitution changes that relate to the Society's membership and the legal and practical consequences of registering under the new Dubai Municipality's scheme for Dubai based charities. The registration is a key milestone in the Society's history which dates back 40 years and it has resulted in changes to the Society's operations and its constitution as well as the way it interacts with its sponsors. We have also assisted with the drafting of the Society's sponsorship contracts with its key sponsors – Emirates, RBS and Topaz Marine.

## LawWorks for community groups and individuals

The firm recognises the impact of the legal aid cuts made in England and Wales from April 2013 on the most vulnerable in the community and has increased its commitment and support provided to both individuals and community groups via LawWorks. In the past year we have taken on eight community group projects and four cases or mediations for individuals. The firm has also joined the Voices for Families scheme which seeks to assist children and young people with life-limiting or life-threatening conditions, and their families, with 12 of our lawyers volunteering and undertaking training to provide support to families under this scheme.



*Our Hong Kong CR Team completing the Hike for Hunger in support of Sunshine Action*

## Legal advice clinics

In London, the firm continues to provide a weekly clinic at the Battersea branch of [South West London Law Centres \(SWLLC\)](#). This is our longest running pro bono scheme and the firm's involvement spans 27 years. As a result of further restrictions to legal aid provision, the need for legal advice to those who cannot afford it has increased dramatically and our involvement makes a vital difference.

We also provide a monthly advice clinic at Queen Mary University of London "[Supporting Those Who Serve](#)" for members of the armed services and ex-services members for whom the clinic has plugged a gap identified in the provision of legal services.

[Own-It](#) is an advice centre which offers intellectual property advice to creative businesses. Lawyers from our London IP team attend the clinic at the University of the Arts which is held on a monthly basis.

In Amsterdam, the firm supports [De Clinic](#), a law clinic run by students of Amsterdam universities providing free of charge legal advice to private individuals and start up enterprises in the fields of technology, media and telecommunications. We provide advice to assist the students in answering the various legal questions and, in discrete cases, the firm may assist De Clinic and its clients in court proceedings.

## UNICEF



We have been the legal partner of UNICEF Netherlands since 2006. The partnership is ongoing and lawyers in our Amsterdam office provide a wide range of legal advice, including tax and employment matters, at a significantly reduced rate. Additionally, the firm continues to sponsor the UNICEF Chair in Children's Rights Studies at Leiden University in the Netherlands.





Macmillan  
Coffee  
Morning in our  
London Office

### Macmillan and the Alzheimer's Society

Our London Employment team has a partnership with Macmillan Cancer Support whereby we provide employment advice on a wide range of Human Resource issues for a minimum agreed fee, thereby releasing extra funds to support people affected by cancer. We have a similar arrangement with the Alzheimer's Society and our support has included conducting a number of training sessions for their HR team.

### National Society for the Protection of Cruelty to Children (NSPCC)

We have assisted the NSPCC on a variety of IP matters over the course of the last year. These have included the filing and registration of trade mark registrations for a number of new trade marks associated with the NSPCC.

In particular we have advised the NSPCC on adoption of the ZIPIT and "Z" icon trade marks in connection with the ChildLine service, and have successfully

registered those marks. ZIPIT is ChildLine's first mobile phone app designed to increase young people's propensity to contact ChildLine, addressing such issues as 'sexting' by providing funny responses to unwanted text advances. ZIPIT has already been downloaded 40,000 times. We have also acted successfully to restrain two unauthorised third party uses of NSPCC's trade marks and copyright materials.

Hayley McKenna, a trainee in our London office, was seconded to the NSPCC from December 2013 to March 2014 where she was involved in advising on commercial, IT and fundraising law. In her spare time she volunteered at the NSPCC ChildLine White Hat Ball helping to raise £143,000.

### Tablée des Chefs

Our Paris office supports the Canadian NGO la Tablee des Chefs which sets up partnerships with restaurants and catering services to recover leftover goods and distribute them to food banks, as well as organising events and fundraisers relating to nutrition awareness and food autonomy. The team has advised the organisation on the development of its activities in France, including setting up a partner NGO.

# Our communities

## The Big Issue Foundation

For the sixth year running, we have participated in the Big Issue Vendor Development Programme which provides a Big Issue vendor the opportunity to raise their revenue by selling copies of the magazine in our London office. Every six months, a Big Issue vendor joins our firm, selling copies of the magazine as well as completing a personalised training programme.

We have continued to support The Big Issue Foundation (TBIF) by providing it with free legal advice. This has included negotiating contracts with commercial partners for TBIF's fundraising activities, advising on a project to provide all Big Issue vendors with free SIM cards for their mobile phones, and advising TBIF on various litigation matters including one involving the Big Issue name and brand being used without permission to raise funds to produce a record.



Simon Mott,  
Big Issue  
Vendor

“I have had a fantastic time and met some wonderful people during my placement at Simmons & Simmons. Thanks to all who bought the Big Issue, those who plied me with tea and coffee and those who just stopped for a chat. I shall miss coming in every Wednesday, but I shall be keeping busy with my Big Issue pitch outside The Science Museum in South Kensington. The Vendor Development Programme is a golden opportunity through which the world of Simmons & Simmons can truly be your oyster.”

Simon Mott, Big Issue Vendor



London's Air  
Ambulance

## London's Air Ambulance

We have advised London's Air Ambulance in relation to employment law; improving the charity's employment documentation, supporting any day-to-day HR issues and dealing with the more complex employee-related aspects to their work.

“Simmons & Simmons has been an invaluable partner; helping to establish the professional structures which will ensure the sustainability of our charity. It is our mission to provide our patients with the world's most innovative and effective pre-hospital care and it is hugely reassuring to have world-class advice from Simmons.”

Graham Hodgkin, CEO, London's Air Ambulance

## Teach for China Inc

Teach for China Inc (TFC) is Teach for All's only partner in China and follows the model of Teach for America. Established in 2008, TFC's target is to eliminate educational inequity in China. Every year it recruits talented young people with excellent educational backgrounds from both China and the US and sends them to teach children in remote areas of China where there is a severe deficiency of educational resource. A team led by Lesli Ligorner, Employment partner, has been advising TFC on employment, corporate and immigration issues in China, including advising on issues specifically related to interns; foreigners; different organisation structures; benefits and social insurance obligations; and employment contracts.

## Moreland Primary School Mentoring Scheme

Our London office has continued to send volunteers to Moreland Primary School in Islington, London, to provide reading support once a week to children aged between 10-11. The Moreland Reading Scheme is our longest running social inclusion scheme and this year we teamed up with **Create** to further develop our relationship with the school. Create used a donation from the Simmons & Simmons Charitable Foundation to take its 'A Wealth Of Stages' (AWOS) programme to two classes of children at Moreland Primary School. AWOS creates opportunities for

children in the most deprived boroughs of London to develop financial literacy and literacy through non classroom-based creative activities led by professional drama artists. The programme involved 50 children aged 9-11 over the duration of two weeks in which they undertook activities to give them an increased understanding of banking and saving; the ability to differentiate between needs and wants; and a greater understanding of the positive and negative implications of spending choices.



*Moreland Primary School Students participating in 'A Wealth of Stages' Programme*



*British Army poppy sellers in our London Office, supporting the Royal British Legion (also below)*



## Western Front Association

The firm has represented the Western Front Association (WFA) for two years. The WFA is the leading educational charity committed to preserving the history and heritage of the Great War 1914-18, and has branches in the UK and abroad. Rich Hughes, one of our financial markets partners is the pro bono legal trustee to the association. Over the last two years our lawyers have helped in the protection of the WFA's logo and name, raised money for the upkeep of the Welsh Memorial on the Somme by threatening to sue companies that were making replica statuettes without permission, and defended the Association against legal action from a publisher. Our involvement in this area has been well received by clients and we now join with Barclays each year on Poppy Day in the City to raise money for veterans.

# Our workplace

We are proud of our reputation for being a good employer and providing our people with a decent workplace and inclusive environment where everyone is actively encouraged to be themselves.

We are committed in our support of Principle 6 of the UN Global Compact, to eliminate discrimination in respect of employment and occupation and place a high importance on ensuring that we provide access to a safe, inclusive and supportive working environment for all our people across all of our offices. This includes ensuring that our policies and working practices promote diversity and inclusivity and we continue to 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.

We are proud to be recognised in the Times Top 50 Employers for Women list 2014, to feature in Working Families' Top 30 Employers for working families in 2013 and to have won the award for flexible working and to be ranked 8th in Stonewall's 2014 Workplace Equality Index.

We are proud supporters of Opportunity Now and Race for Opportunity, Stonewall, Working Families, the Business Disability Forum and the Timewise Foundation.

## Gender balance

We are committed to achieving better gender balance within the firm, particularly at Partner level. This remains a priority business issue for the firm and although we have a long way to go before we see true gender balance at senior levels in the firm we are making small progress towards this goal.

In 2013/14, 30% of our internal partner promotions and managing associate promotions were women. We continue to see talented women promoted from within the firm and yet at the same time the limited number of senior female lawyers in the market presents challenges and progress is slow.

This past year we have continued to embed gender balance into our every day practices and gender statistics are analysed as part of the annual performance rating, salary review and promotion process. We conduct the same due diligence for our promotion schools and recruitment activities. Externally we have supported, and participated in Project 28-40 with Opportunity Now, the largest ever UK survey of women at work.

We remain committed to improving our gender balance over the next year to ensure that women are proportionately represented at all levels of the firm across our network.



“Improved gender balance will improve our business. It is essential that we develop, retain and promote our best talent, regardless of gender, and thereby enhance our offering to our clients.”

Jeremy Hoyland, Managing Partner



*Simmons & Simmons Young Talent Student, Year 10 Work Experience Programme*

## Flexible working

We want to be an employer of choice for lawyers and support staff, recruiting and retaining the best talent, and this means responding to the needs of our people and their desire to work more flexibly. This year we have responded to this challenge with an increased focus and support to facilitate greater take up of flexible working practices across our network.

Internally, we have continued to demonstrate support for flexible working from the top and have shared flexible working case-studies on our intranet to increase the visibility of the range of working patterns undertaken by our people.

Externally, we have publicised our support for flexible working and encouraged sharing of best practice. We continue to partner with Timewise, a recruitment agency specialising in part-time jobs and this last year, have led a cross-sector roundtable discussion. We advertise flexible working in all our external job descriptions and specifications so that prospective new joiners feel encouraged to apply in the knowledge that flexible working is actively encouraged and supported.

“As well as my “day job” at Simmons & Simmons, I am also a Deputy District Judge in the County Court. I am required to “sit” as a judge for at least 15 days a year, and with the support of the IP department, I take about a day a month off as unpaid leave to do so. I have found the IP partners to be both supportive and trusting, giving me the freedom to manage my work to ensure I meet both my client and judicial commitments.”

Darren Meale, Supervising Associate



# Our workplace

## Arts and Culture

### Supporting the arts

Through sponsorship and pro bono work, the firm is committed to providing access to opportunities to engage with some of the most interesting aspects of contemporary art and culture. The firm has been associate sponsor of the Donmar Warehouse theatre since April 2010, and maintains longstanding pro bono relationships with Frieze London and English National Ballet.

### Lawyers volunteering for the Arts, Frieze and Centre for Recent Drawing

The firm participates in 'Lawyers Volunteering for the Arts', a scheme providing legal advice to arts community organisations. A number of lawyers with an interest in art have joined the scheme.

We are delighted to have partnered with Frieze since the inaugural art fair in 2003. Simmons & Simmons provides pro bono legal assistance in a range of areas to assist both Frieze Foundation, as well as the art fair and eponymous magazine.

### The Simmons & Simmons contemporary art collection

Simmons & Simmons' contemporary art collection was designed to support young artists early in their careers and to develop a showcase for their work outside of the traditional gallery environment. In Spring 2013, the London office welcomed its first Artist in Residence, Sarah Strang. Working collaboratively with members of the firm and pupils and staff from our community partner school, Frederick Bremer, Sarah explored themes of individual and collective responsibility in her project, New Points of Reference. The residency provided a distinctive audience for Sarah's work, and facilitated insightful discussions between the two institutions, further strengthening our already successful relationship with the school.

Internationally, we have acquired a number of significant artworks by upcoming local artists for our Munich, Singapore, Hong Kong and Shanghai offices. These included two commissions: a wall drawing by German artist Pauline Kraneis for Munich, and a series of photographs by local artist duo Birdhead in Shanghai.

### Centre for Recent Drawing

IP partner David Stone chairs the board of trustees of the Centre for Recent Drawing, a museum space in Islington dedicated to the promotion of drawing in all its forms. The firm has provided assistance in a range of areas, including IP, tax and property to enable this charity to use all its fund-raised money towards its objectives.

### Sticks and Stones

In 2013, our Düsseldorf office took part in the first edition of Sticks and Stones, a diversity focused recruitment fair. The Sticks and Stones fair was preceded by the MILK fair and Simmons & Simmons was the first law firm to participate in the event.

## Staff Networks

### Christians in Simmons

The Christian Network ('Christians in Simmons' or 'CinS') has existed within Simmons & Simmons for many years both as a fellowship for Christians within the firm but also with the aim of helping colleagues to better understand the Christian gospel.

Over the past year, the Network has continued to meet regularly to study the Bible together. Following the successful 'Christianity Explored' course, which was run in 2012, a small group of colleagues has also continued to meet to study Mark's gospel, one of the four biblical accounts of Jesus' life. These studies have served to introduce the group to the historical person of Jesus: who he was, why he came and what it means to follow him.

The Network organised the firm's carol service at the end of 2013 which was once again attended by many colleagues who enjoyed an afternoon at St Margaret Lothbury to sing carols, listen to the Simmons & Simmons choir and to hear the Christmas story read and explained. The Network remains grateful to Rev. Jeremy Crossley for his partnership in this annual event.

### The Art Network

Established as a forum for staff with a shared interest in the collection, the Art Network exists to promote participation in the arts and cultural life. Together with our women's network, The Number One

Club, an exhibition showcasing works by contemporary female artists was held at our London office from July 2013 to April 2014. Anticipating the Unexpected provided a setting for a number of art tours and talks which created valuable opportunities for our clients, staff and the community to engage with upcoming artists such as Sarah Strang, Sandy Curry, Carey Young and Emilie Taylor.

### NOTICED

As one of the founding members of NOTICED (Networking Opportunities To Integrate, Celebrate and Educate on Diversity), Simmons & Simmons has played an active role in its development and we currently hold the position of Secretary. This year has seen NOTICED hosting a summer party, a breakfast discussion with Chuku Umunna MP on the role of diversity in law and an anniversary event with ITV news journalist Rageh Omaar. We anticipate the next year being filled with a variety of events and the steady growth of the network.

"NOTICED continues to grow from strength to strength and I am excited at the opportunities it presents Simmons & Simmons with. Diversity is an ever important issue in the legal sector and NOTICED allows people to connect with and understand some of the issues that the legal profession faces today."

Shachi Nathdwarawala,  
Trainee Solicitor



## The Number One Club (Women's Network)

The Simmons & Simmons women's network, known as The Number One Club after our London office address (One Ropemaker Street) was set up in 2008. It is run by a committee which comprises representatives of the various legal practice areas and business services functions. Everyone in the firm, fee earners and business services employees, men and women, are welcome to take part in The Number One Club's events.

The Number One Club has two facets, an internal facing "Looking After Number One" programme comprising internal events intended to challenge, amuse and assist in career development and an external facing role, providing a further context in which to network and build and strengthen business relationships.

The network's aim is to support the progression and retention of talented women throughout the firm, to develop their skills and to support the growth and implementation of the firm's diversity and inclusion strategies and policies in areas which are relevant to women. Over the last year, the Network has organised several events including:

**Smart Works Professional Development Day** – To coincide with International Women's Day in March, the Network hosted a professional development day with the charity Smart Works (formerly Dress for Success). Smart Works helps women on low incomes to find employment and become financially independent, through providing interview and CV advice as well as interview clothes. The day was attended by 12 women who were looking for work and involved various training sessions, mock interviews and presentations from people throughout the firm about their particular career paths. In conjunction with the day, the London office held a "clothes drive" for Smart Works and for the charity Suited & Booted (for men), collecting work attire. The day was a great success – several of the delegates have since found work, and colleagues internally appreciated the opportunity to share their skills and make new connections across the firm.



*Smart Works Professional Development Day attendees in our London Office*

**Art Tours** – The Network has hosted three art tours from our London office for various female clients in conjunction with the firm's Art Network. Each tour centred around a temporary exhibition of work by contemporary female artists and included a talk from one of the artists in the exhibition. These were external-facing "Plus One" events, where people throughout the firm are given the opportunity to invite a female client to the event.

**BAFTA film screening** – The Network hosted a group of female clients at the BAFTA screening of *The Land of Blood and Honey*, a film written and directed by Angelina Jolie about the Bosnian war. This event was organised by the charity, **Women for Women International** (a pro bono client of the firm) and was very thought provoking.

"I am very proud of the progress of The Number One Club - we have had a whole host of great events this year, both on the internal "Looking After Number One" side and the external, client-facing side with our "Plus One" events. We have hosted art tours, run a workshop for women trying to get back to work, been to BAFTA, laughed with Ava Vidal and debated some TED talks to name but a few! Here's to another year of great events!"

Ania Rontaler, Managing Associate

## LGBT Network

The last year has been another very successful one for the LGBT Network. Due to the hard work of the Network and Straight Allies, the firm climbed a further place in Stonewall's annual Workplace Equality Index, to eighth overall. Despite strong competition, Simmons & Simmons is once again the highest placed law firm in the Index. The last year has also seen continued community engagement from members of the Network. In particular, members have worked closely with **Schools OUT**, a charity which supports equality in education for LGBT teachers and students. Schools OUT is also a pro bono client of the firm. In September 2013, the Network and the Number One Club jointly gave a well-attended presentation entitled "Mummy – I think I'm gay" on dealing with a child's coming out. This was developed with input from Schools OUT, and Sue Sanders, co-founder of the charity, spoke at the event. In February, the LGBT Network and Graduate Recruitment hosted a recruitment event aimed at LGBT students with an interest in a legal career, following the success of a similar event last year. The event was promoted to universities via alumni contacts in the Network and gave LGBT students the opportunity to network with members of the firm and contacts from clients.



# Our workplace

## Straight Allies

'Straight Ally' is a term used to describe heterosexual people who believe that lesbian, gay, bisexual and transgender (LGBT) people should experience full equality in the workplace. At Simmons & Simmons, Straight Allies recognise that LGBT partners and staff perform better if they can be themselves. Straight Allies help maintain a culture where this happens. The Straight Allies Network has significantly grown this year across a number of our offices. This year, Straight Ally representatives, together with the LGBT Network, organised an after-school event for LGBT and non-LGBT identifying students at Frederick Bremer School to discuss LGBT equality and potential issues associated with coming out and homophobia in school and the workplace.

## The Jewish Network

The Jewish Network has continued to organise social events, for Network members and friends of the Network, to celebrate the major religious festivals in the Jewish calendar. This year, the Network organised an external lunch in celebration of the festival of Channukah as well as an internal get together during the festival of Purim.

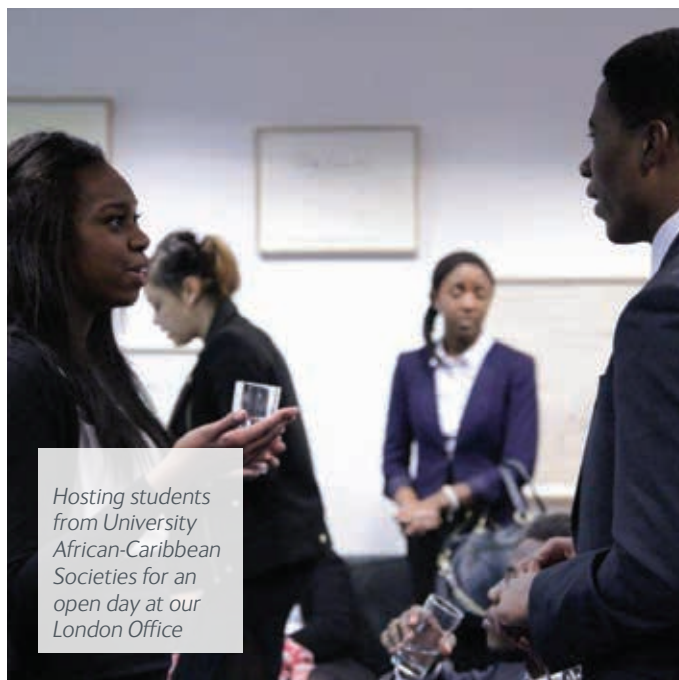
## International Islamic Community

The Simmons & Simmons Islamic Network has continued to host catch up and networking meetings for its members throughout the year and an annual Eid dinner for staff and alumni of the firm. The Network plays an active business development role in promoting the firm's Dubai based Islamic Finance practice through regular events and contact with clients.

## Pro bono work

### The Gender Equality Project

Our London IP department advised the Gender Equality Project in relation to the registration of the foundation's certification mark and licensing agreement between the foundation and certified companies.



*Hosting students from University African-Caribbean Societies for an open day at our London Office*



*Simmons & Simmons and Maquarie co-hosted LGBT Network event*

## Schools OUT

Simmons & Simmons has assisted Schools OUT, an organisation that deals with issues of homophobia and the visibility and safety of LGBT people in the education system, with its application to register as a Charitable Incorporated Organisation (a "CIO"). A CIO is a new type of legal entity introduced by the government which carries charitable status, and is intended to provide a less burdensome administrative structure for charities. Schools OUT United Kingdom CIO was registered formally in February 2014, meaning it can take advantages of many of the grants and advantages of a regular charity.

## Royal National Institute for Blind People (RNIB)

Our London IP and ICT departments have continued to provide significant assistance to the RNIB. This has included drafting and negotiating an IT services contract relating to the provision of a volunteering database platform. Other projects have included advising the RNIB in relation to the licensing of its Tiresias font, REACT talking sign system and a Braille cell technology development agreement. We have also advised the RNIB on a range of key ICT procurements and associated advisory work including the supply of an online shop and the integration with the RNIB's contract for website design, development and hosting services.

## Kids Company

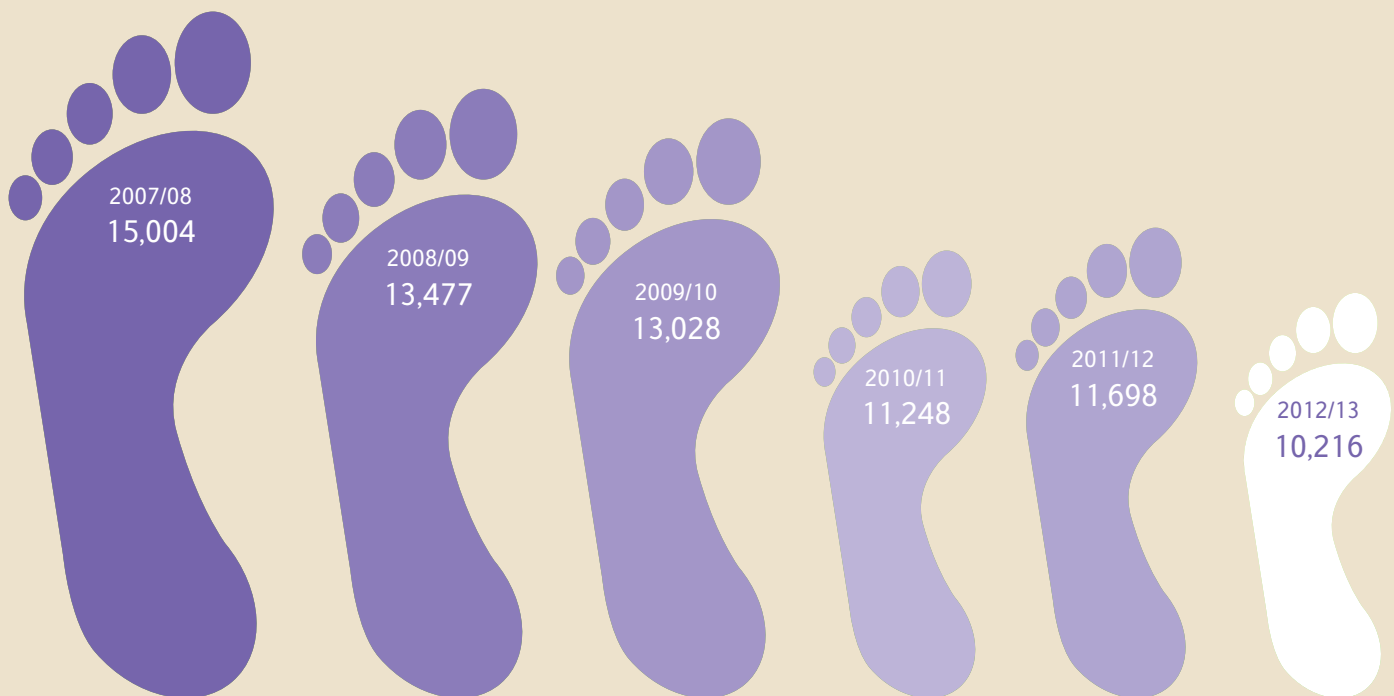
Our Bristol Real Estate department has assisted Kids Company (KidsCo) in relation to their new Bristol office premises, firstly taking a short term licence and then advising on the heads of terms for the grant of a new lease. KidsCo began providing services in Bristol at the same time as Simmons & Simmons opened its Bristol office. The new premises is KidsCo's first replication of their model for youth work outside of Greater London. It is great to be able to support them in their Bristol venture.



# Our environment

The business activities of our firm have an impact on the environment. We are committed to key environmental objectives to minimise this impact: proactively driving a reduction in our carbon emissions through the improved central management of our buildings and support activities, influencing the behaviours of our key stakeholders which includes our supply chain and investing in emerging clean technologies.

## Global carbon emissions (tonnes of CO<sub>2</sub>e)



## Our environmental policy

Our environmental policy applies globally and commits us to continually improving our environmental performance through tackling the areas of our business that have the greatest impact.

The international environment committee, comprising partners, associates, trainees and key managers in business services meet regularly to discuss the issues that face us as a business and develop a strategic plan to progressively reducing our environmental impacts.

## Carbon offset projects

This year, as well as supporting several UK based projects, we offset our Carbon Footprint through purchasing Verified Carbon Standard credits in Kenya and India.

## Being Carbon Neutral+

We work with Pure Leapfrog to offset our unavoidable emissions. Pure Leapfrog is a business led charity and the leading social investment provider within the community

energy sector. They provide low cost finance to UK projects, drawing on a credit facility from Big Society Capital. They also support international carbon reduction projects via carbon offsetting.

## Wind power generation project, Karnataka, India (VCS289)

The Karnataka Indian Wind Power Project is based around the construction of 14 wind turbines in different areas within the region. Each wind turbine has a 0.8 MW

# Our environment

capacity. The turbines are installed in the Gadag region within state of Karnataka, where wind speed is constant.

In total the turbines generate 11.2 MW of wind energy. This generated power is supplied to the southern regional grid of India.

## Energy efficient stove project, Eldoret District, Kenya (VCS941)

The African Energy Efficient Stove Project builds energy saving cooking stoves for villages in Kenya. These brick stoves result in a 50% reduction in the need for firewood and thereby prevent carbon from being emitted. As well as a reduction in carbon emissions, the efficient nature of the stove reduces the pressure on woodlands and reduces atmospheric pollutants inside homes – providing families with a cleaner, easier and healthier way of cooking.



## Carbon monitoring and measurement

Our strategy of measuring Carbon Footprint, minimising environmental impacts and offsetting unavoidable emissions has been key to our successes in this area for many years. Combining a centralised programme of environmental efficiencies throughout our building operations, procurement and waste management with a concerted effort towards environmental pro bono has raised awareness of these issues and increased engagement across our business.

Centrally, we measure our global Carbon Footprint on an annual basis, and capture data from all three Greenhouse Gas Protocol “Scopes”:

- Scope 1 – direct emissions to air (burning gas to heat our buildings, for example)
- Scope 2 – indirect emissions from grid electricity use
- Scope 3 – indirect emissions from waste, business travel and commuting

Our absolute Carbon Footprint reduced by 13% this year, against the background of a 1% reduction in turnover. This trend in the reduction of our environmental impacts continues, with an overall 32% reduction against the 2007 baseline.

## Global Witness

Global Witness is an international Non-Governmental Organisation with goals to expose the corrupt exploitation of natural resources and international trade systems, to drive campaigns that end impunity, resource linked conflict, and human rights and environmental abuses. It has worked on diamonds, oil, timber, cocoa, gas, gold and other minerals and has undertaken investigations and case studies in many other countries but never in China so far. Now Global Witness is considering entry into China strategically. A team of legal staff across corporate and employment and across the Shanghai and Hong Kong offices led by Lesli Ligorner has been advising GW on how to minimize risks in order to carry on work as smoothly as possible and how to structure their activities in China from a compliance and corporate perspective.

## Global Action Plan

Our IP department has advised on various matters including general contractual queries, reviewing T&Cs, advising on IP issues, and have also assisted in a contractual dispute.

## Legal Response Initiative

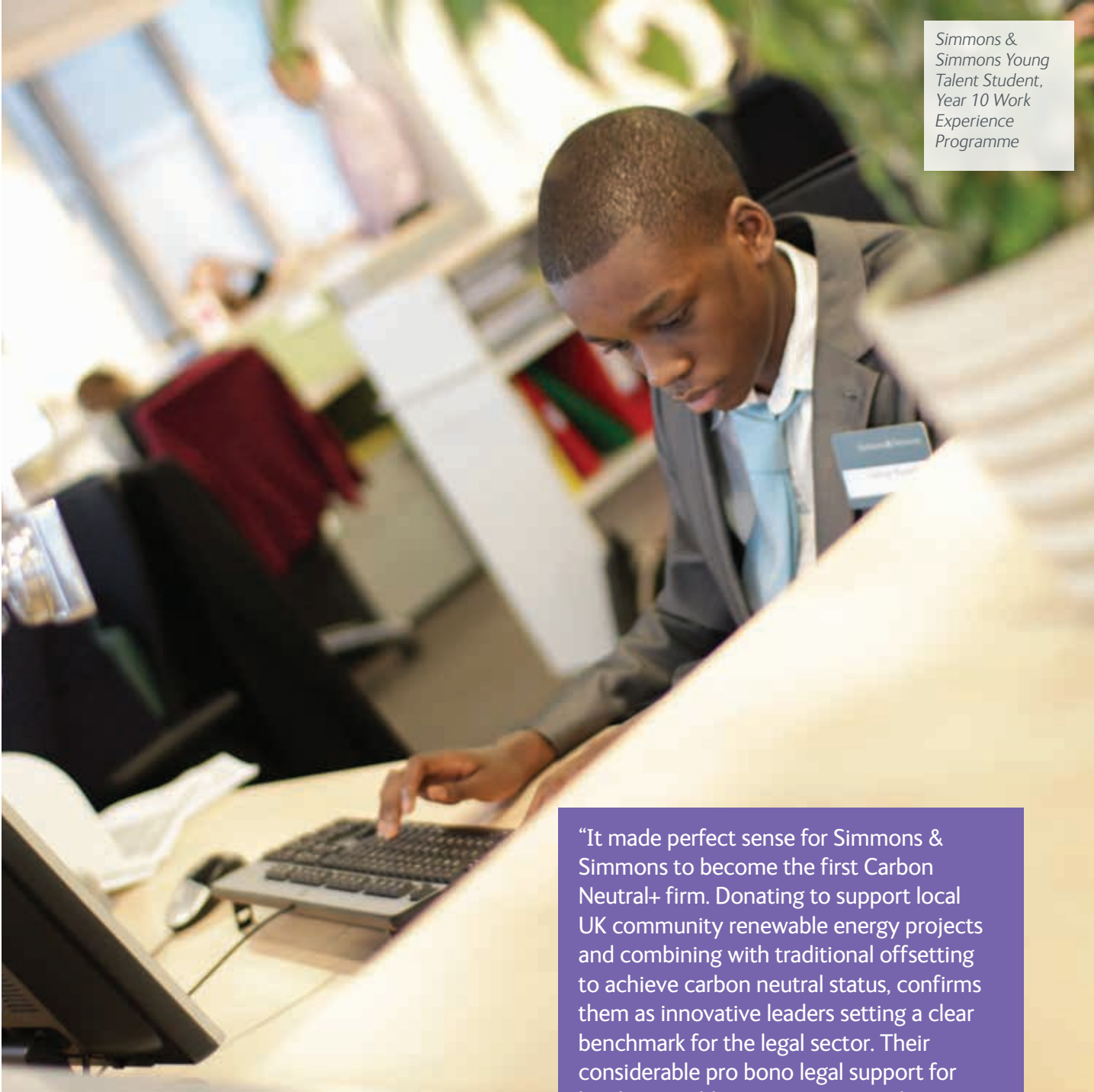
During the course of 2013 and 2014, Raj Bavishi, supervising associate in the projects team attended the UN climate change negotiations in Bonn and Warsaw as a legal advisor to the Chair of the Least Developed Countries. He advised the Chair on legal and procedural aspects of the negotiations and is now involved in the on-going negotiation of the 2015 agreement and advised on the loss and damage mechanism which was established in Warsaw. Raj continues to act as LRI legal advisor and is on the LRI steering committee. Several trainees have also been involved, assisting small developing countries during critical climate change negotiations in the LRI ‘situation room’.

## Natural Resources Defense Council (NRDC)

NRDC is one of the biggest action groups focused on environmental protection in the United States. Since January 2013, Lesli Ligorner has led our corporate and employment teams in Shanghai, Hong Kong and Beijing who have been advising the NRDC on corporate, compliance and employment issues. One of the bigger matters involves assisting them to form a wholly foreign owned enterprise in China, advising on issues such as the establishment process and negotiating their lease agreement.

## International Union for the Conservation of Nature (IUCN)

Our Paris office has worked with IUCN to produce a report regarding the transboundary management and sharing of hydrocarbon resources in the Great Lakes region. This report analyses the legal implications at the national and regional levels of sharing of hydrocarbons resources, in particular as regards joint exploitation of hydrocarbons and environmental concerns.



*Simmons & Simmons Young Talent Student, Year 10 Work Experience Programme*

“It made perfect sense for Simmons & Simmons to become the first Carbon Neutral+ firm. Donating to support local UK community renewable energy projects and combining with traditional offsetting to achieve carbon neutral status, confirms them as innovative leaders setting a clear benchmark for the legal sector. Their considerable pro bono legal support for local renewable energy projects also continues to set new precedents and push the community energy sector forward.”

Robert Rabinowitz, CEO, PURE Leapfrog

## PURE Leapfrog projects

We continue to support Pure Leapfrog, a charity founded in 2006 by one of our partners, Steven McNab. It is a unique business-led charity that channels free professional advice into carbon reduction projects. In 2013, our London Real Estate and Projects departments advised PURE Leapfrog on debt finance and a complex lease structure for a large scale roll out of solar PV for 25 schools across Staffordshire. This is the UK's largest community energy led programme which will deliver hundreds of thousands of pounds worth of free electricity and financial benefits for schools.



# Our business

We ensure that we conduct all our business in an ethical and responsible manner. We aim to meet the highest standards of governance 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.

## Risk management and human rights due diligence

We have a comprehensive set of risk management policies and procedures aimed at ensuring that our firm operates in a responsible, professional and ethical manner, and that it consistently achieves high standards.

Our Ethics Policy sends a clear statement to partners, employees, clients and suppliers as to conduct which is appropriate, and that which is not. We also have policies and procedures in place in relation to anti-corruption and anti-money laundering. As a signatory to the UN Global Compact, we perform checks on the human rights records of all potential new clients before deciding whether or not we are able to act for them.

Our policies and procedures are communicated clearly to the firm's staff, on the firm's intranet and by email from the Managing Partner or the Director of Risk Management - emphasising the endorsement of senior management. They are reinforced with training, as appropriate, and staff are encouraged by senior management to familiarise themselves with, and adhere to, the firm's risk management policies and procedures, reporting any problems or issues that they may become aware of as soon as possible.

Training is also provided for all staff on the types of situations that must be reported promptly to senior management for example, client care related issues and breaches of diversity and equality

principles. The firm has an "open door" culture, but has also set up an anonymous whistleblowing service to ensure that even the most sensitive issues can be disclosed and addressed.

An Ethics Committee, chaired by our Senior Partner, monitors the firm's compliance with our ethical obligations and commitments and suggests actions which should be taken to ensure that we continue to do so.

## Supply chain management

We understand that our procurement activities with suppliers and contractors have consequences both socially and environmentally. We are committed to working with our supply chain to ensure that we go beyond compliance and seek continual improvement across all areas of CR.

To meet this improvement, we audit our top suppliers annually to assess their progress towards environmental best practice, their diversity monitoring, and their approach to charitable giving and community engagement. The audit is designed to identify areas of improvement necessary as well as highlight areas of excellence from which we can also learn.

Additionally, we host an annual CR roundtable event for our key suppliers across several sectors focused on a range of relevant CR issues; but specifically environmental performance and diversity monitoring. The benefits of this CR roundtable event are mutual: the 'Chatham House Rules' discussion, led by corporate responsibility experts and key stakeholders from Simmons & Simmons, is driven and enhanced by the diversity of businesses invited. We have found that this cross-sector collaboration has been of significant benefit to our suppliers.



Tessa Jones,  
Associate with  
our Young Talent  
Students, Year 10  
Work Experience  
Programme

## Support of human rights internationally

### Christian Aid

A team led by Richard Dyton, Partner, and Anouska Perram, supervising associate, has continued its pro bono work advising Christian Aid on matters involving land rights in Colombia. Following the submission of an amicus curiae brief in April 2014, the firm has advised Christian Aid and its local partners on a number of areas including the use of ILO complaints procedures, human rights due diligence in the mining and agribusiness sectors in Colombia, and strategies for improving consultation with local indigenous communities in relation to proposed development. Our relationship with Christian Aid has also expanded into other areas, with the London Real Estate team and the Spanish Employment team also providing advice on organisational matters.

### AB Colombia

Supervising associate, Basil Woodd-Walker, supported by an internal research team of associates and trainees from the firm, worked jointly with several external lawyers to prepare an amicus curiae brief at the request of AB Colombia, an advocacy organisation focussed on human rights in Colombia. The brief set out international human rights and humanitarian law concerns and considerations connected to a proposed legislative reform to the military justice system. Shortly prior to the submission of the brief, the Colombian Constitutional Court ruled that the constitutional amendment by which the law had been enacted was invalid, and accordingly the law fell away. However, the debate over military jurisdiction in Colombia continues, and it is expected the Colombian Parliament will seek to a further iteration of the law, raising similar human rights issues. Our work with AB Colombia builds on our growing pro bono expertise connected to human rights and to Colombia.

“The Simmons & Simmons supply chain roundtable event was informative and useful on many levels. It was helpful to network with suppliers from different sectors whom we would never usually meet, yet face very similar challenges to us at One Transport. Since the event we have added a fleet of zero-emission electric vehicles to our service offering that are already proving popular with many clients.”

Sean McDonagh,  
Director of Client Relations, One Transport

# Our business

## NGONET

Our ongoing pro bono legal support for the Maasai people in Loliondo, Tanzania has resulted in the retention of 1,500 square kilometres of proposed hunting ground land in favour of the local Maasai villages and declaration of this land by the Tanzanian Ministry of Land as community land in September 2013.

The land in question had previously been reclassified for commercial interests under recent government legislation, and was subject to a constitutional challenge on behalf of the Maasai. This case also disputed the validity of the new Land Use Plan which had been drawn up for the region without input from the Maasai. Simmons & Simmons involvement in this case included attendance in Tanzania by Chris Owen, supervising associate, to take witness statements in support of the case and input on international law applicable to land ownership and protecting indigenous groups. The Maasai villages will now be able to obtain village land certificates which will guarantee their legal ownership.

The case is one of three in which Simmons & Simmons is assisting local NGO (NGONET) and local lawyers in their support of the Maasai in asserting their rights to access and utilise traditional lands by providing advice on international law.

## Assisting capacity building and the Rule of Law

### MUSAWA

Upon invitation from MUSAWA, the Palestinian Center for the Independence of the Judiciary and the Legal Profession, Hans-Hermann Aldenhoff, Head of Simmons & Simmons' Global disputes practice, and David Bridge, senior lawyer for Commercial Litigation in London, recently spent five days in Ramallah. During the visit they gave lectures to public servants, public prosecutors and judges on UK and German anti-corruption laws, investigative procedures and enforcement actions.

This was the first training of its kind and attracted more than 70 professionals, including representatives of the United Nations, the President of the Court of Appeals for Palestine, the Deputy National Head of the Public Prosecution, the Chairman of the Anti-Corruption Commission and the Head of the Palestinian Bar. The programme was funded by the United Nations, the EU and The Netherlands and was well received by the participants, who were keen to understand European approaches to this global problem.

**"We are very honoured to have assisted Palestine in its pursuit of a fair and modern judicial system. It is testament to the reputation of our firm and its Crime, Fraud & Investigations group that we were identified to provide the first ever training across two jurisdictions."** Hans-Hermann Aldenhoff, Partner

### Oxfam Hong Kong

Oxfam Hong Kong has been working on poverty alleviation and emergency relief in China since 1987. Programmes in Mainland China focus on rural community development, livelihood

improvement, emergency relief, gender equity, advocacy, basic education, small-scale infrastructure (such as water systems for drinking and irrigation), and healthcare improvement and NGO development. The agency has supported projects in almost every province, region and municipality. A team of legal staff across the corporate and employment teams and across the Beijing, Shanghai and Hong Kong offices has been advising Oxfam on employment issues, intellectual property, general commercial legal advice and contract reviews.

## Assisting international investment and development

### Acumen Fund

Dubai partner Muneer Khan advised Acumen on the development of the Acumen Safaa Giving Program, a groundbreaking Shariah informed philanthropic giving initiative. Acumen is a 501(c)(3) not-for-profit organisation headquartered in New York, with regional offices in India, Pakistan, Kenya, Ghana and Colombia. It uses entrepreneurial approaches to change the way the world tackles poverty by investing in companies, leaders, and ideas. Acumen helps to build financially sustainable businesses that provide affordable goods and services to improve the lives of the poor.

### FINCA International

Our Frankfurt office reviewed whether German resident sponsors can deduct their donations to FINCA from their tax basis and whether it is possible to set up a tax exempt entity in Germany for collecting donations from German and European sponsors. As the German laws were not favourable enough and too complicated, this was not set up in Germany. Simmons & Simmons advised FINCA International on setting up a Public Benefit Organisation (PBO) in the Netherlands. In addition, we have advised on the Dutch tax incentives that are granted to Dutch resident sponsors when making a donation to a PBO.

### Audaces Foundation

Our Italian offices have assisted Audaces Foundation, an independent not-for-profit organisation founded to highlight and advance leading models of sustainable social innovation, with the requirements to establish a UK Charitable Incorporated Organisation (including advising on the form of its constitution, general by-laws and technical committee by-laws):

- Audaces' application to the Charity Commission for the registration of their UK Charitable Incorporated Organisation
- confidentiality agreements and disclaimers relating to presentations by Audaces
- specific employment and personnel matters in connection with the hiring of senior executives
- the establishment of a charitable institution in Belgium – the royal decree approving the incorporation was received on 4 February (via our Brussels office).

### Five Talents

Associates in our projects team in Paris and London, Jan Swinnen and Helen Forsey, visited microfinance projects with Five Talents in Tanzania in September 2014.



Five Talents  
Project,  
Tanzania







“As an associate in the energy & infrastructure sector who works on large-scale energy projects in Africa, it was great to have the opportunity to visit the region and to get a different perspective on the challenges our clients face there. I was very pleased to be able to volunteer alongside representatives of two of the firm’s key clients as well as use my legal and business skills to help the poorest in society. Seeing an impoverished family sidelined by conventional banks use a small microfinance loan to bring electricity into their homes for the first time, using small-scale yet sophisticated solar technology, was truly inspiring.”

Helen Forsey, Supervising Associate







# Progress in 2013/14




We want to be open and transparent about our goals and our progress against them. Listed below are the targets we set ourselves last year and our progress over the last year. These targets are reviewed throughout the year by senior management and are shared with staff and other stakeholders annually.

Focus	Target	Progress	Outcomes	
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme	Recruit third cohort of students and develop year 3 & 4 stages of programme	36 students recruited onto the Young Talent Programme	
	Expand the international reach of Young Talent Programme	Tailor programme and introduce in 25% of offices	International roll-out of the Young Talent Programme under review	
	Develop international reach of volunteer support programme	25% of staff to volunteer in each office	CR engagement has increased across our network	
Pro bono & charitable giving	Increase pro bono engagement in all offices across our network	Increase globally recorded pro bono hours by 30%	Global pro bono hours increased from 11,075 in 2012/13 to 14,957 in 2013/14 representing a 35% increase	
	Develop pro bono programme internationally	Increase hours in offices outside the UK by 50%	Pro bono hours in the offices outside of London increased from 1638 hours in 2012/13 to 3604 hours in 2013/14 representing a 120% increase	
	Expand opportunities for lawyers across the firm to participate in exciting and stretching pro bono projects	Increase in number of pro bono projects taken on by 25%	The number of pro bono projects taken on increased 130% from 80 projects in 2012/13 to 187 projects in 2013/14	
	Expand the international reach of the Simmons & Simmons Charitable Foundation	Develop long term relationship with at least one charity that has global reach 25% of Charitable Foundation donations to be made to projects outside the UK	The firm's Charitable Foundation has supported the organisation: Five Talents for the last three years 25% of Charitable Foundation donations have been to projects outside the UK	
Environment	Control and reduce energy consumption and engage in regular communication with stakeholders to drive behavioural change	Reduce electrical and gas consumption by 5% year-on-year	Carbon emissions from energy use have reduced by 18%	
	Minimise material use, utilise recycling options internally and source recycled products where appropriate	Reduce waste to landfill by 5% year-on-year	Waste to landfill reduced by 16% (London)	
	Reduce activities identified as causes of pollution or environmental nuisance	Reduce consumables by 5% year-on-year	Consumables reduced by 17% (London) (key metrics used are purchased A4 & A3 paper)	



Focus	Target	Progress	Outcomes	
Diversity & inclusion	Improve the firm's gender balance and ensure that women are proportionately represented at all levels of the firm	30% of new partner and managing associate appointments to be women	One third of firmwide internal partner promotions were women  In London, 30% of managing associate promotions were women	
	Develop high performance culture across the firm where all talent can thrive, regardless of background or circumstances	Introduce diversity awareness and unconscious bias into all global promotion school training	Key diversity & inclusion messages are incorporated into firmwide partner promotion assessment centres	
		Ensure the annual performance management cycle and promotion process has no bias (on the grounds of gender, sexual orientation, race or disability)	All processes are reviewed and free of bias	
		Ensure that each office has a communicated flexible working policy	25% of our offices have a communicated flexible working policy	

#### KEY

-  Target is achieved
-  Target is partially achieved
-  Target is not achieved

# Targets for 2014/15

Focus	Target	Action
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme	Recruit fourth cohort of students and develop year 4 & 5 stages of the programme
Pro bono & charitable giving	Ensure that the provision of pro bono advice responds to those in 'PRESSING NEED'. In particular, in the UK, this involves addressing the gaps in access to justice resulting from the legal aid and public sector cuts. Elsewhere this involves legal advice and support to charities and community groups fighting for those in need	Adopt two or three new pro bono programmes which focus specifically on responding to those in pressing need
	Complete pro bono engagement plans for all UK groups and all non UK offices	Every UK group and all non UK offices must have a plan drafted and approved by the partners in that Group or office
	Implementation and monitoring of the above	Report on qualitative and quantitative measurement of the above, including, where possible, social impact
Environment	Control and reduce energy consumption and engage in regular communication with stakeholders to drive behavioural change	Reduce electrical and gas consumption by 5% year-on-year
	Minimise material use, utilise recycling options internally and source recycled products where appropriate	Reduce waste to landfill by 5% year-on-year
	Reduce activities identified as causes of pollution or environmental nuisance	Reduce consumables by 5% year-on-year
Diversity & inclusion	Improve the firm's gender balance and ensure that women are proportionately represented at all levels of the firm	30% of new partner and managing associate appointments to be women
	Embed high performance culture across the firm where all our people can thrive, regardless of background or circumstances	Embed diversity awareness and unconscious bias training into all global promotion school training Ensure the annual performance management cycle and promotion process has no bias (on grounds of gender, sexual orientation, race or disability) Ensure that each office has a communicated flexible working policy

# 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	Human rights due diligence > Our business
	Businesses should make sure that they are not complicit in human rights abuses	Human rights due diligence > Our business
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Our workplace Staff networks > Our workplace
	Businesses should uphold the elimination of all forms of forced and compulsory labour	Our workplace Supply chain management > Our business
	Businesses should uphold the effective abolition of child labour	Human rights due diligence > Our business
	Businesses should uphold the elimination of discrimination in respect of employment and occupation	Our workplace Flexible working > Our workplace Gender balance > Our workplace
Environment	Businesses should support a precautionary approach to environmental challenges	Our environment
	Businesses should undertake initiatives to promote greater environmental responsibility	Our environment
	Businesses should encourage the development and diffusion of environmentally friendly technologies	Our environment
Anti corruption	Businesses should work against corruption in all its forms, including extortion and bribery	Our business

# Our 2013/14 CR Award Winners

## Contribution to pro bono (Leadership)

Simon Watson  
Manolis Hatziapostolou

## Contribution to pro bono (Rule of Law)

Lesli Ligorner

## Contribution to pro bono (Local Community)

Sophie Gallizioli

## Contribution to the environment

Jake Venn

## Contribution to diversity

Benjamin Thomas

## Contribution to social inclusion

Emmie Morris  
Laura Finch

### Judges:

Elisabeth Baraka, A4ID

Richard Dyton, Simmons & Simmons

Benjamin Fletcher, Moody's

Dan Flint, Simmons & Simmons

Alex Germanis, PURE Leapfrog

Colin Passmore, Simmons & Simmons

[simmons-simmons.com](http://simmons-simmons.com)

[elexica.com](http://elexica.com)

[@SimmonsLLP](https://twitter.com/SimmonsLLP)

elexica.com is the award winning online legal resource of Simmons & Simmons

© Simmons & Simmons LLP 2014. All rights reserved, and all moral rights are asserted and reserved. This document is for general guidance only. It does not contain definitive advice. SIMMONS & SIMMONS and S&S are registered trade marks of Simmons & Simmons LLP.

Simmons & Simmons is an international legal practice carried on by Simmons & Simmons LLP and its affiliated practices. Accordingly, references to Simmons & Simmons mean Simmons & Simmons LLP and the other partnerships and other entities or practices authorised to use the name "Simmons & Simmons" or one or more of those practices as the context requires. The word "partner" refers to a member of Simmons & Simmons LLP or an employee or consultant with equivalent standing and qualifications or to an individual with equivalent status in one of Simmons & Simmons LLP's affiliated practices. For further information on the international entities and practices, refer to [simmons-simmons.com/legalresp](http://simmons-simmons.com/legalresp)

Simmons & Simmons LLP is a limited liability partnership registered in England & Wales with number OC352713 and with its registered office at CityPoint, One Ropemaker Street, London EC2Y 9SS.

It is authorised and regulated by the Solicitors Regulation Authority.

A list of members and other partners together with their professional qualifications is available for inspection at the above address.



*Iringa region,  
Tanzania.  
Photo taken by  
Helen Forsey,  
Supervising  
Associate*