



# **DLA PIPER UN GLOBAL COMPACT: COMMUNICATION ON PROGRESS 2014**





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# STATEMENT

I am delighted to submit DLA Piper's second annual Communication on Progress. This report describes the on-going and innovative steps we have taken during 2014 to embed the Global Compact and its ten Principles on human rights, labour, environment and anti-corruption into the strategy, culture and day-to-day operations of our firm and I am delighted that we have made significant improvements in the last 12 months. It also includes our objectives for 2015, as the Global Compact and its Principles are further integrated into our business.

The Global Compact Principles provide our firm with a clear framework for action on sustainability and DLA Piper is committed to continuous improvement in all of the key impact areas.

Aligning our business with the Principles and reporting against them on an annual basis enables us to ensure we remain focused on the issues most relevant to us as a global business and to playing our part in the crucially important transition to a sustainable future.

Yours sincerely,



**Sir Nigel Knowles**

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 service to our clients, individuals, organizations, and private and public entities, but also crucially supporting the rule of law. 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 advances human rights, including access to justice, environmental sustainability and the UN Millennium Development Goals.

2014 saw us continue to receive positive external recognition for our strategic approach to innovative legal work. Amongst other accolades, we were named as Who's Who Legal's Pro Bono Law Firm of the Year in recognition of the firm's commitment to maintaining a leading pro bono practice and the ground breaking work it has undertaken.

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 2014 calendar year and reflects actions we took during the year, as well as our objectives for 2015.

## 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. 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 also played an active role in 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 Organization'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. We are committed to diversity and inclusion within the firm and have developed a strategy which underpins the firm's values of mutual respect, responsibility and teamwork. 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 career development 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 2014, for the sixth year in a row.

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. Managing diversity and inclusion means valuing and utilizing the differences our people bring to the business and that no one is disadvantaged.

In 2014 we rebranded and re-launched our approach to flexible working as 'Agile Working'. We have put a number of tools in place to support this programme, in particular the development of two new Agile Working Guides – one for those thinking about requesting an agile working arrangement and one for partners managing the process within their team. We have also partnered with an industry leading specialist organization to help us implement and embed agile working, part-time and job share practices, with a specific emphasis on senior roles. We have also adapted our workspaces and invested in new technology to support remote working, from new video conferencing facilities, to instant messaging and digital collaboration tools. Additionally, we have joined the Agile Future Forum, a group of around 30 organizations and firms focussed on the business benefits of agile working.

The firm's strategy for diversity was 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 recognize that one size does not fit all when it comes to diversity and inclusion. Each of our regions operates within different demographics, culture, social/ political and legislative frameworks so our approach centres around Regional diversity and inclusion action plans. Each action plan is developed locally, focusing on gender and at least one other under-represented group in that particular geography.

The plans focus on five key areas:

- Regional data review
- Recruitment and Selection
- Development and Retention
- Engagement
- Corporate Responsibility and Community





As well as an Equality and Diversity Policy, we have also developed a diversity and inclusion training curriculum, currently being rolled out at all levels across the International firm via our Career Academy training programme.

We actively welcome and value the ideas and contributions of all of our people. In some cases, people with common interests or backgrounds wish to form resource groups to share insights and different perspectives with each other and with the firm.

We currently have three Resource Groups within the International firm:

- The Leadership Alliance for Women (LAW)
- Family Network – for parents (including foster parents and adoptive parents), grandparents and those with caring responsibilities
- LGB and T Network – for lesbian, gay, bisexual and transgender colleagues

The key objectives of these resource groups include:

- Information sharing – access to useful information and specific information sessions
- Support – buddy and mentoring schemes
- Networking opportunities both within the firm and externally
- A platform for sharing ideas and experiences – including focus groups
- A forum to provide input into regional diversity and inclusion action plans

The Leadership Alliance for Women now has over 500 members and won Euromoney's Best Diversity Initiative for an International firm in 2014 and Best Mentoring Scheme in 2013, as well as the Australasia Women in Business Law 'Best Mentoring Programme by an International Firm in 2014'.

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' and was shortlisted as a finalist at the British Legal Awards for Best Diversity Initiative.

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

Our global Sustainable Procurement Policy provides a high-level framework for ensuring our suppliers uphold our respect for human rights, as well as pursuing responsible management of environmental issues and anti-corruption measures.

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.

All new strategic suppliers sign up to our Sustainable Procurement Policy and we are working with our existing major suppliers to ensure they sign up to the policy and complete a self-assessment questionnaire to enable us to appraise their performance.

In a significant step since our last annual Communication on Progress, we have also begun the roll-out of a new Supplier Portal, initially targeting our largest suppliers, which will enable us to capture detailed and consistent information on sustainability performance going forward.

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 further develop our expertise to 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.

During 2014 we provided further Business and Human Rights Training for our clients and the broader business community. Using bespoke training tools developed by DLA Piper we work with businesses to help 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.

Our ground-breaking work to introduce a free professional indemnity insurance scheme for the National Pro Bono Resource Centre in Australia has enabled in-house lawyers to participate in the delivery of free legal services to the community for the first time. It had not previously been possible for most in-house lawyers to provide pro bono services to the community due to the lack of professional indemnity coverage. 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.

Following the establishment of a partnership with Harvard Business School and the Boston Consulting Group, we have developed sustainability training materials for the UN Global Compact's LEAD

Programme companies. In 2014 lawyers from several of our European offices assisted the UN Global Compact in training the boards of multi-national corporations, including many of our clients, on Business and Human Rights and Sustainability. Working with the UN Global Compact we will continue to enhance this sustainability training programme through 2015 to facilitate the engagement with a larger number of LEAD Programme companies in this innovative, strategic knowledge-building initiative.

### 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 can contribute to our communities locally 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.

DLA Piper's culture and policies encourage pro bono work because community involvement is an essential element of who we are. We expect every lawyer and staff member 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 2014, we carried out over 202,500 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. A key aspect of the policy is the principle that pro bono work should be treated the same as all other work undertaken by the firm. Pro bono clients should receive the same high standard of service as commercial clients, and lawyers time on pro bono matters should be recognized in the same manner as billable time.

We are seeking to consistently expand the reach, scale and engagement of our pro bono and sustainability programmes and in 2015 we will be working with our colleagues at every office across the international firm to further improve participation and the adoption of proactive practices.



**New Perimeter** is our unique nonprofit organization which focuses on high impact pro bono projects in less developed 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 4,000 DLA Piper lawyers globally.

DLA Piper 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.

New Perimeter is currently partnering with Bridges Across Borders Southeast Asia Community Legal Education Initiative, an international nonprofit that supports university-based and community-based clinical legal education programs; law firm Herbert Smith Freehills; and the Australian Government to develop a curriculum for South East Asian law students on legal ethics, pro bono and access to justice.

The team will develop, test and deliver up to 16 course modules using a clinical legal education framework that encourages participation through practical scenarios, case studies, active discussions and debate. They will be tested and delivered at a number of law schools in South East Asia over the coming months. The goal of the curriculum is to help students develop their ability to identify, evaluate and respond to ethical concerns, to explore issues related to access to justice, and to help encourage pro bono among future generations of lawyers. This project is an extension of a number of New Perimeter projects, including our work promoting the practice of pro bono in Colombia and in Mexico and teaching ethics in Kosovo and Russia.

The following are highlights of the pro bono activities we carried out in 2014.

#### **i. Human Rights**

DLA Piper and UNICEF are working together on a ground-breaking child justice partnership, focused on improving justice for children throughout the world. Over three years, DLA Piper is providing pro bono assistance to the value of US\$5 million towards UNICEF's global child justice programme and a US\$1.5 million donation to support this work. In year one we donated US\$530,000 to fund vital UNICEF projects in Bangladesh and we have already contributed \$2.1 million in pro bono hours.

A core element of our partnership is supporting a 'Justice for Children' project in Bangladesh, a key aim of which is to address the legal reforms necessary to align the country's legislation with international child rights standards. In 2014 our Senior Partner Tony Angel visited Bangladesh to see first-hand how our pro bono support and financial donations are contributing to UNICEF's work. A team of lawyers from across our European offices worked intensively over a number of months on a law reform project with UNICEF Bangladesh to help align the draft Children Rules with the Convention on the Rights of the Child and other international human rights standards. Through this project, we provided in-country technical support to UNICEF Bangladesh and the Ministry of Social Welfare to draft the rules which will help implement a new juvenile justice system and alternative care framework. Key changes introduced by our team include greater emphasis on diversion from the criminal system, emergency removal protections and higher standards of care in institutions.

The Bangladesh government, with UNICEF's support, has made real progress to improve children's lives by reducing mortality rates, achieving high levels of immunization and improving girls' access to education. However, it now faces problems that are far more complex and intractable like child labour and child marriage. High levels of extreme poverty continue to push many children onto the streets, where they often get caught up in an inadequate and inappropriate justice system.

With more than 65 million children in Bangladesh, the scale of these challenges is enormous. The projects we are supporting are helping to put in place the legal, social and organizational frameworks that will better protect these children.

#### **Justice for children in Bangladesh**

*"The support of DLA Piper has been priceless. This is a terrific partnership which we hope will gradually expand in Bangladesh and in other countries around the world."*

Dr. Pascal Villeneuve, Representative, UNICEF Bangladesh

Other examples of work with UNICEF in 2014 include:

- DLA Piper lawyers undertook a global comparative research project looking at legislative frameworks relating to the social service workforce for 18 jurisdictions around the world. This research will contribute to the first annual "State of the Social Service Workforce Report" produced by the Global Social Service Workforce Alliance, with support

from UNICEF and other partners. This Report will support global, national and local advocacy around the protection of the rights of social service workers and also to assist in the planning and implementation of effective programs for children and families.

- DLA Piper has worked on an inheritance rights project preparing country reports for Zimbabwe and Cote d'Ivoire and is expanding this work to cover a number of additional jurisdictions in Africa, Asia and South America.
- DLA Piper has worked with the UNICEF advocacy team in Australia on a variety of matters including universal birth registration and inter-country adoption and opportunities around the 25th anniversary of the Convention of the Rights of the Child.
- Lawyers in Australia co-drafted UNICEF's submission to the Australian Government inquiry regarding inter-country adoption.

Birth registration and inheritance rights are topics that we are prioritising with UNICEF in 2015.

The lack of birth registration affects children's access to protection, to basic services such as health and education and ultimately, it affects children's ability to be recognized as subjects of rights in their countries and participate actively in their societies.

Birth registration is essential to government planning and governance. Yet, 230 million children under five are not registered, and 290 million do not have a birth certificate, the proof of registration. More than half of these unregistered children live in Asia and another 37 per cent live in sub-Saharan Africa. In the latter region, only 44 per cent of children under five have been registered. Birth registration stands at only 39 per cent in South Asia, the region with the largest overall number of births and children under five.

The lack of universal birth registration is one of the key factors affecting the implementation of a child-friendly justice system in Bangladesh, a serious protection issue that UNICEF is addressing with authorities with the support of DLA Piper. In order to be able to assess the consistency of the law for birth registration, UNICEF needs an overview of existing legislation in order to be able to target advocacy efforts and identify key areas for change.

It is estimated that in Sub-Saharan Africa over 18 million children have been orphaned as a consequence of HIV/AIDS and the legal framework surrounding inheritance rights for these children is often unclear.

A legal review of children's inheritance laws in this region has been requested by UNICEF, to inform programmatic responses (such as advocacy and policy work) in order to strengthen and protect the rights of children orphaned by HIV/AIDS.

In addition to our work with UNICEF, our lawyers took part in a wide range of high-impact pro bono work to support positive human rights developments around the world. Selected examples of this work include:

- Partnering with The Public International Law & Policy Group (PILPG) to complete a project on child citizenship rights in Libya. A legal memorandum providing comparative state practice and international standards produced by DLA Piper was used by PILPG to petition the Libyan Government to address this human rights issue within their constitution.
- Authoring an extensive report for the Ministry of Justice in China on Penal Reform. This project involved interviews with the Howard League and other leading human rights organizations. The report has been used by the Ministry of Justice to implement changes to the use of community service and to provide rehabilitation alternatives to divert offenders from lengthy prison sentences and capital punishment.
- Partnering with UNAIDS and UNDP to enhance access to health care and prevent forced sterilisations of women living with HIV in South East Asia.
- Representing a number of individuals in complaints to the UN Human Rights Committee on rights relating to privacy, freedom from arbitrary detention, procedural fairness and discrimination based on gender identity and religious beliefs.
- Drafting shadow reports to the UN Human Rights Committee on various countries' performance under the ICCPR in relation to sexual orientation and gender identity, in conjunction with Kaleidoscope Human Rights.
- In response to a request from the Australian Human Rights Commission we undertook a cross-jurisdictional study of legislation around self-harm and suicide in children and young people. We are also representing Indigenous Australian clients in relation to systemic legislated racial discrimination.

## ii. Access to Justice

Access to justice is an issue that resonates powerfully with us and our global pro bono practice supports a wide range of programmes and projects to support this crucial issue.



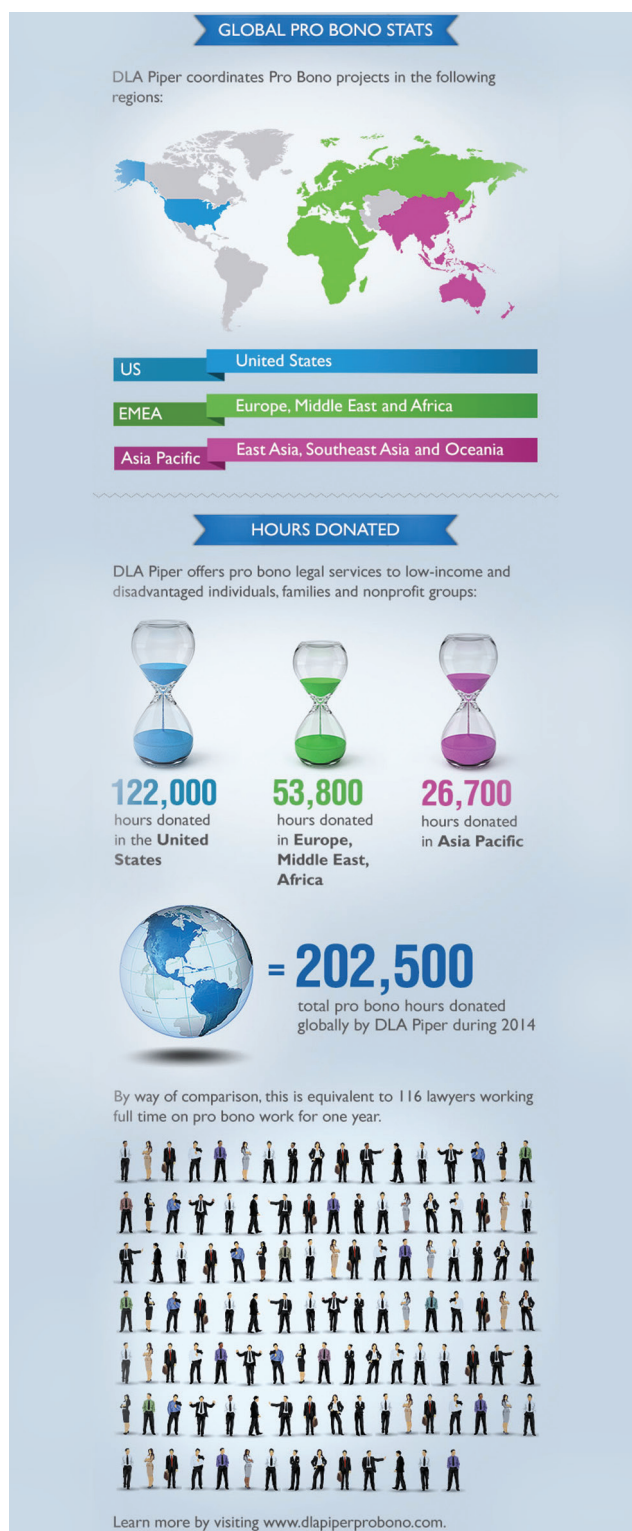
Selected examples of this work include:

- A team of lawyers in the Middle East developed a memorandum on the obligation to prosecute atrocity crimes under international law for the Public International Law & Policy Group (PILPG). The memorandum explored whether an obligation exists under customary international law to investigate and prosecute atrocity crimes. In Syria, violations of the norms of international law have been alleged on all sides of the current conflict. In order to provide examples relevant to the Syrian context, our memorandum examined the applicable laws on atrocity crimes, the history of their development and how they have been applied in various post-conflict situations. The information and advice provided in this memorandum will assist in Syria's transitional justice process.
- Through the Article 8 Asylum Project, DLA Piper has provided assistance to a number of applicants who were seeking leave to remain in the UK. DLA Piper lawyers assisted in drafting client and witness statements and applications for these appeals to the immigration tribunal, based on Article 8 of the European Convention of Human Rights. These applicants did not qualify for Legal Aid and thus this assistance, in partnership with the local Law Centre and BPP Law School, was invaluable to ensure proper access to the legal system.
- We partnered with the International Center for Advocates against Discrimination to improve access to justice for victims of gender and sexual based violence in the Pacific Islands. Over 30 of our lawyers have analysed sentencing practices in the Pacific and we will be providing medico-legal training to address barriers to the prosecution and conviction of perpetrators.
- We partnered with UN Women to compile a resource on legal frameworks and practices related to gender and sexual based violence in South East Asia.
- For three consecutive years we have convened an annual visit for officials from the Ministry of Justice of China to visit the UK to assess the court system, prisons, NGOs with expertise on prison reform and The Law Society to gain a better understanding of the functioning of the UK system and the concept of "separation of powers".

### iii. International Development

- In 2014 we delivered training to numerous NGOs throughout the Asia Pacific to increase their legal skills and knowledge, including with youth legal clinics in Myanmar who work primarily with victims of domestic violence.

- Our Signature Project on Pacific Island Nation Development seeks to improve the legal skills and rule of law knowledge of some of the most vulnerable countries in the world. In 2014 we provided training to government lawyers in Fiji, Papua New Guinea, Samoa and the Cook Islands on case management, litigation and substantive law.



- We continue to support the Timor-Leste Government. Since 2008 we have provided lawyers on a secondment basis to the Ministry of Finance, as well as providing advice on matters relating to business, finance, human rights and foreign affairs.
- For the last five years we have led a training project for rural teachers in China to gain a first-hand experience of international education systems. Each year we invite 25 teachers from rural provinces to visit international schools in Beijing for a one week cultural exchange program. We have also recently established a group of five additional corporate donors to support the program which has enabled us to initiate an additional summer training program for 90 headmasters from rural China.
- In 2014 our Dubai office led a week-long training workshop in Istanbul along with legal experts from the US and Turkey for Iraqi officials focused on international arbitration and drafting arbitration clauses. Delivered in partnership with the US Department of Commerce's Commercial Law Development Program (CLDP), this legal training project was aimed at helping to develop legal certainty and promote the process of standardizing arbitration clauses across the Government of Iraq. Attendees included representatives from the Ministry of Planning, Ministry of Oil, Iraqi State Shura Council and the National Investment Commission.





# 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.

DLA Piper strives to be a leader in environmental sustainability. We undertake initiatives to reduce our own operational environmental impact and we believe that our greatest contribution to a sustainable environment is the advice and support we provide to our clients – both in managing their own environmental impacts and assessing and responding to climate-related risks and opportunities. We also make an active contribution to international climate policy discussions and the development of an investment in low-carbon technology and infrastructure.

Our strategic approach to the environment is embedded across 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 have maintained a leadership role within the legal sector on addressing environmental issues. Our Global Co-Chairman Sir Nigel Knowles serves as Chairman of the Legal Sector Alliance (LSA), an inclusive movement of over 300 law firms committed to working collaboratively to take action on climate change, of which we were a founding firm.

This leading example of corporate collaboration on climate change is now firmly established in the UK and Australia and in the US through our partner organization the Law Firm Sustainability Network. Going forward we hope to establish additional chapters of the Alliance in other key regions.

### 2. WITHIN OUR FIRM

We have a global Environmental Policy that applies to all of our offices and requires every employee to take reasonable care of the environment. Our employees also receive training on our environmental approach as part of their induction when joining the firm.

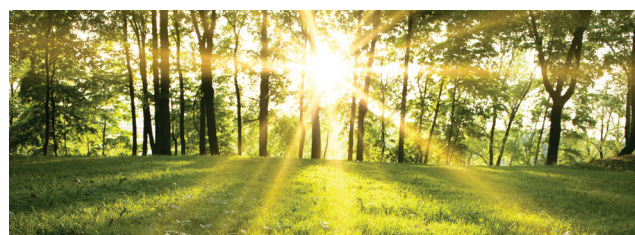
We work to reduce our environmental impact in four strategic focus areas: energy, procurement, travel and waste/resource use.

Our Global Sustainability Initiative (GSI) is governed by a committee of senior leaders from across the international firm that meets quarterly to discuss progress against the strategic focus areas. In addition to senior partner representatives and environmental attorneys, the GSI includes representatives from the most relevant functions of our business for implementing change – Corporate Responsibility, Procurement, IT, Risk and Facilities Management.

In 2014, we continued our efforts to reduce our environmental footprint and made impressive progress – we have already surpassed our three-year reduction targets. 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.

The GSI committee has determined that in addition to the on-going focus on the four strategic focus areas, the firm will prioritize energy reduction and sustainable procurement globally as part of a review of exiting environmental targets, with a view to making significant positive progress in these key impact/influence areas.

In 2015 the GSI committee will also be making recommendations on new three-year (2016-2018) environmental performance targets for the global firm.



## OUR ENVIRONMENTAL FOOTPRINT – KEY GOALS

	ACHIEVEMENTS 2014	TARGETS 2015
<b>Travel</b>	22% increase in the number of Telepresence/ video conferences between 2012-2014.	Further increase the firm's use of IT communications systems as an alternative to travel.
<b>Energy</b>	Reduced energy consumption by 12%. Increased green energy procurement to 21 of 27 offices (where green energy is available).	Further reduce energy consumption (we have already exceeded our target of 5% reduction by 2015 against 2011 baseline and will publish a new 3 year target later this year). Increase number of offices using green energy on a year on year basis.
<b>Waste</b>	Reduced use of paper by 16%. Carried out recycling of: <ul style="list-style-type: none"> <li>■ Paper in 97% of our offices +1% on 2013.</li> <li>■ Toner cartridges in 96% of our offices +1% on 2013.</li> <li>■ Plastic &amp; glass bottles in 93% of our offices +1% on 2013.</li> <li>■ Cardboard 94% of our offices +1% on 2013.</li> </ul>	Further reduce paper consumption (we have already exceeded our target of 15% reduction by 2015 against 2012 baseline and will publish a new 3 year target later this year). Increase the level of recycling taking place across our global offices.
<b>Procurement</b>	Initiated roll-out of a new Supplier Portal enabling us to capture detailed and consistent information on sustainability performance.	Appraise suppliers sustainability performance and identify key areas for engagement and improvement. Further roll out of Supplier Portal across key suppliers.

### 3. IN OUR SUPPLY CHAIN

We are committed to achieving the highest standards of sustainable procurement throughout our extended supply chain and our newly implemented Sustainable Procurement Policy and concomitant roll-out of our Supplier Portal (described above in section II.2) have provided us with the tools to enhance oversight and engagement on this issue.

Environmental sustainability is a core focus of our sustainable procurement strategy. Capturing performance data on key issues such as carbon emissions and environmental management systems and governance is a fundamental part of understanding the potential risks and opportunities for proactive engagement through our procurement processes.

As we increase the scope of our data capture and dialogue across our supply chain we can make a significant positive difference in minimizing environmentally detrimental practices and encouraging a move towards more sustainable practices.

### 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.

We are at the forefront of the renewable energy market, advising companies and financiers across the renewable energy spectrum, including hydro, energy-from-waste, solar, on and off-shore wind, biomass and biofuels.

DLA Piper is a also leader in understanding and advising on legal liability and the legal risks associated with the impacts of climate change. Adaptation to the natural hazard impacts of climate change is not only about increasing resilience to the physical impacts but about ensuring that the associated legal risk is minimized or avoided.

Assessment and management of climate legal risk is becoming an inherent part of decision making. Legislation in many jurisdictions, directly or indirectly, requires climate change to be taken into account when making decisions about use of the built or natural environment. There is also increasing pressure to regulate corporate governance by requiring more detailed reporting on a corporate sustainability, particularly how corporations have regard to economic, social and environmental responsibilities, each of which are affected by climate change.



The following recent project examples illustrate this work:

- DLA Piper advised on a project to construct a £110 million combined heat and power biomass plant (CHP plant) in the UK. The project will be the largest waste wood renewable energy plant in the North West of England.
- DLA Piper's "Towards a Greener Future" report – based on findings of a survey of more than 100 international real estate investors – explored the growing market for sustainable real estate and provided an appraisal of key drivers and certification mechanisms. Additionally, our "Life-Cycle" report is a new comprehensive guide to developing, investing in and managing buildings sustainably.
- In the US, we continue to work closely with policy makers at the Environmental Protection Agency, Department of Energy and the White House Council on Environmental Quality and represent clients affected by all the major environmental statutes.

#### **CASE STUDY: UK TIDAL LAGOON – SOUTH WALES**

According to the UK Government, tidal lagoons alone could provide up to 8% of the nation's power needs.

DLA Piper has been promoting the development, with a value of £910 million, of a ground-breaking 240MW tidal-powered electricity generating station in Swansea Bay, South Wales. The plans for the tidal lagoon could provide power for 120,000 homes for 120 years.

The firm has advised on all aspects, from funding the project, to Environmental Impact Assessment, to leading the application for development consent.

The tidal lagoon is an incredibly complex project and will take two years to build, creating around 2000 jobs and it is hoped it could be operating by 2018. It will also play a significant role in local redevelopment, creating extensive new art and recreational facilities – including international standard boating, sailing and triathlon facilities.

#### **5. THROUGH OUR PRO BONO PROJECTS**

As with our pro bono work on other key sustainability issues, DLA Piper has made a significant positive contribution to a wide range of high-impact projects. This work addresses crucial environmental issues such as climate change, deforestation, air quality and wildlife conservation.

Signature environmental pro bono projects include the following:

- Our Illegal Wildlife Trade Project with United for Wildlife and the Royal Foundation. In 2014 a team of 55 lawyers from 15 DLA Piper offices around the world produced a report: "Empty Threat: Does the Law Combat Illegal Wildlife Trade?". This report was commissioned by the Royal Foundation of the Duke and Duchess of Cambridge and Prince Harry on behalf of the United for Wildlife partnership. The report explores the legislative and judicial challenges relating to wildlife trade in 11 countries: Botswana, Cameroon, China, Democratic Republic of Congo, Kenya, Malaysia, the Philippines, Tanzania, Thailand, Uganda and Vietnam. DLA Piper is now undertaking further research to produce similar reports for an additional 15 jurisdictions in Africa and Asia, as well as working with organizations such as the Asian Development Bank (including a secondment) to offer more targeted support to these jurisdictions on implementing legislative change and enforcement.
- Through our nonprofit organization New Perimeter, we assisted Conservation International Foundation in conceptualizing, negotiating and drafting key legal agreements required for the implementation of two forest carbon conservation, REDD (reducing emissions from deforestation and forest degradation), projects – one in the Democratic Republic of Congo and the other in Peru.
- DLA Piper continues to provide on-going assistance to Georgia's Ministry of Environment and Natural Resources Protection to support their participation at the UNFCCC international climate changes negotiations. As part of this project, New Perimeter provides Georgia with both international legal expertise to better understand the complex legal and treaty texts and personnel to more effectively navigate the policy landscape of UN climate negotiations. Our support focuses on issues surrounding the Green Climate Fund, climate finance, Nationally Appropriate Mitigation Actions, Low Emission Development Strategies, national communications, and possible developing country commitments.
- DLA Piper Beijing has become a hub for environmental NGOs in China tackling the issue of pollution. Key clients have included Earthwatch and The Nature Conservancy. We have assisted Earthwatch in setting up as a legal entity in China and have helped the organization to work more effectively with corporate partners in the region by providing legal advice and government relations expertise.
- DLA Piper was a key pro bono research partner in the production of an Animal Protection Index (API) by World Animal Protection. Led by our UK pro bono practice, an international team of 70 of our lawyers supported the API project by reviewing and assessing animal welfare policy and legislation, enabling the performance of individual countries to be ranked, and influencing governments to improve animal welfare performance.
- Our firm is also represented at the new high profile 2015 Conservation Taskforce, chaired by The Right Hon. William Hague MP.

## 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 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.

Our global anti-bribery and corruption policy states:

“DLA Piper has a strict anti-bribery and corruption policy which applies to all our people globally. We will not directly or indirectly engage in bribery or corruption in any form and have a zero tolerance approach to breach whether it involves private individuals or public officials. We will never accept, solicit, agree to receive, promise, offer or give a bribe, facilitation payment, kickback or other improper payment.

For this purpose ‘bribe’ means a financial or other advantage, intended to induce a person to give improper assistance in breach of their duty, or to otherwise influence someone with the underlying purpose of obtaining/retaining business, or an advantage in the course of business, and ‘facilitation payments’ are small bribes made to government or public officials to speed up routine administrative processes or other actions.

All of our activities are managed in full compliance with this policy and with all applicable legal and regulatory anti-bribery and corruption obligations. We expect our business partners to have similar policies which apply to all dealings with, on behalf of, or involving DLA Piper.”

This policy is an integral part of the International firm’s risk management and compliance framework, which incorporates policies, procedures, guidelines and a Compliance Handbook covering a wide range of issues, including anti-money laundering, sanctions and ethics.

We also have a Whistleblowing Policy and associated procedures which may be used for reporting breaches on a confidential or anonymous basis.

Our publicly stated policy on Anti-Bribery and Corruption is reinforced through Board sponsorship and commitment to the policy and related procedures. These procedures include:

- **training and communication**
  - mandatory e-learning which must be completed by all of our people and forms part of our new-starter induction programme;
  - training delivered to members of the Board and Executive;
  - training incorporated into the firm’s management academy and other formal training programmes;
- **incorporating consideration of bribery and corruption risk into our new client due diligence and on-going monitoring processes and procedures;**
- **a clause in our standard terms of business with clients which sets out our anti-bribery and corruption policy and our expectations of our clients;**
- **supplier due diligence processes operated by our central procurement team, and a clause in all our supplier contracts setting out our anti-bribery and corruption policy and expectation of our suppliers; and**
- **procedures and controls which address:**
  - working with Governments and public officials;
  - the giving and receiving of gifts and hospitality;
  - the giving of political and charitable donations; and
  - working with third parties.



## 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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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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Further details of these entities can be found at [www.dlapiper.com](http://www.dlapiper.com)

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