

Corporate
Responsibility
2014/15
Annual Review



Our firm

We are an international law firm working in 24 locations across Europe, Asia and the Middle East. We focus on five key sectors: asset management & investment funds, energy & infrastructure, financial institutions, life sciences and technology, media & telecommunications (TMT). For our clients this means they benefit from a law firm fully focused on their sector, wholly understanding of the challenges that they face and completely tuned in to their needs. Over the decades we have been careful to build our international presence using a combination of local lawyers with demonstrable local knowledge and fully integrated teams acting together at a global level.

24
locations
worldwide

1,900+
employees

Legal Week
Next
Generation
Innovation
Award 2015
– shortlisted for
Young Talent
Programme

Winner:
**Law firm
of the year**
at the Business
Green Leaders
Awards 2014



**Ranked
No.2**

international
(non-US) firm for
pro bono work
in The American
Lawyer

Legal Week
Highly commended
Pro Bono Innovation Award 2015
for advice on 'land grabs'

Shortlisted for
'Ethical Initiative
of the Year'
at The Lawyer
Awards 2015

Ranked in the
Top 30
Employers
for Working
Families

Ranked in the
Times Top 50
employers for
women



Welcome from our Senior Partner

Welcome to our 2014/15 corporate responsibility (CR) review which reports our ongoing commitment to, and progress in, corporate responsibility across our firm.

Everyone in the firm has an important role to play in implementing our CR strategy and I am immensely grateful to everyone who gives their time to engage with our initiatives and to build them into our everyday business activities. I have said before, and I have no hesitation in repeating, that I am immensely pleased and proud of the time that so many members of the firm contribute to our many CR activities. And as I have also said before, so much of this goes on quietly, with no thought to personal recognition – so this review continues to be a fantastic opportunity for me as Senior Partner to recognise publicly the wonderful things in which members of the firm engage.

Over the past year we have continued to focus our efforts on the theme of “access”:

- to ensure our organisation and wider profession is accessible to young people from less advantaged backgrounds and to raise their aspirations through access to work experience and opportunities
- to ensure our firm and our partnership is accessible and inclusive to talented individuals from a diverse range of backgrounds and circumstances
- to share our legal expertise with those without access to justice and
- to provide access to funding to support those in pressing need

We also continue to support environmental issues and seek to minimise the impact that our firm has on the environment. Simmons & Simmons continues to support the UN Global Compact.

We have made much progress this year and I would like to make particular mention of some of our significant achievements:

- We are very proud to be the only law firm accredited as a Stonewall Star Performer, recognised for taking workplace equality for lesbian, gay, bisexual and transgender employees to the next level. In the year ahead we commit to extending the international reach of our activities to ensure all of our colleagues, across all of our offices, can be themselves at work.
- We were delighted to be recognised as the No. 2 international (non-US) firm for pro bono work by The American Lawyer. In the year ahead we want to build upon the excellent work our lawyers do in offices around the network and continue to focus on access to justice and (in the UK) access to social welfare.
- We are hugely encouraged to have been ranked in The Times Top 50 employers for women for the third consecutive year. We know we still have much to do to ensure that women are proportionately represented at all levels of the firm and particularly within the partnership, and in the year ahead we will focus on the ways in which we can improve our approach so that we continue to be

an employer of choice for women and men.

- Our Young Talent Programme, partnering with Frederick Bremer School, continues to grow. 50 students have now enrolled onto the programme and these young people continue to have a profound impact on our firm. In the year ahead we will seek to partner to with our clients and suppliers to broaden the experience and opportunities to support these students as they shape their future career paths.
- We have seen a significant increase in the number of pro bono projects, and other CR activities, we undertake jointly with our clients. This not only increases our impact, but offers us enormous scope for collaboration and cooperation on matters with a genuine benefit for the local communities in which we work.
- We have continued our efforts to reduce our impact on the environment and our carbon emissions from global energy use have reduced by 10.5%

We take our responsibilities to our clients, our people, our suppliers and the local communities in which we do business seriously and we are proud of our culture of CR which is embedded in our firmwide objectives and essential to the ways in which we do business.

My thanks again go to everyone who has contributed to the inspiring work captured in this review.



Colin Passmore
Senior Partner



Corporate responsibility

Corporate responsibility is essential to the way in which we do business and is incorporated and aligned to our firm values. We seek continuous improvement and increased participation across our network. Specifically we commit to a focus on:

Social inclusion

Raising the aspirations of young people in education through access to work experience and opportunities

Diversity & inclusion

Ensuring that our organisation and profession more widely is accessible to people from a diverse range of backgrounds and circumstances

Pro bono

Making a difference by sharing our legal expertise with those without access to justice

Charitable giving

Access to funding and donations from the Simmons & Simmons Charitable Foundation to support those in pressing need

Environmental sustainability

Supporting environmental issues and minimising our environmental impact

We monitor our improvement and impact across these key strands within our workplace and the local communities in which we work. We ensure at all times that our business operates to the highest ethical standards and upholds the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption. We are committed to building these principles into our policies, operations and culture. We recognise that we can improve our impact when we collaborate with other businesses and therefore continually seek to engage our clients and our suppliers in our community projects.

Photo: Straight Allies flags (see page 18)





Pro bono

The firm had a very strong year with its pro bono accolades including being ranked as the No.2 (non-US) International Firm for Pro Bono Work in The American Lawyer Global 100 Survey and being shortlisted for Ethical Initiative of the Year at The Lawyer Awards 2015. In June 2014 we were also awarded the Business Green Leaders Law Firm of the Year Award for the firm's relationship with pro bono client PURE Leapfrog in developing the community energy sector in the UK.

The firm has an international Pro Bono Committee consisting of members from our London, Beijing, Bristol, Dubai, Frankfurt, Hong Kong and Singapore offices which meets monthly to set the direction of the Pro Bono Programme and approve new clients. Over the last year we have focused on addressing issues relating to those in most pressing need.

In the United Kingdom this has meant looking for ways to address the gaps in access to justice caused by legal aid and public sector cuts. Outside of the UK, our support often involves helping local charitable organisations to establish the most efficient way of operating, or providing related pro bono advice, so they can focus on assisting those most in need within their communities.

We have also developed a strong practice representing the rights of vulnerable communities in developing countries whose lands are coming under pressure from large commercial interests. Our recent work in this area is outlined in the Our business section of this Review and details our lawyers' work in identifying and protecting the rights of people facing exploitation and dispossession from their lands.

We continue to take on projects globally through pro bono clearing houses including LawWorks, Advocates for International Development, TrustLaw, the International Senior Lawyers Project and PURE Leapfrog and we often partner with our financial institutions clients, in particular, on these projects. In the past year, we have also seconded two trainees to pro bono clients: to South West London Law Centres (SWLLC) to assist with housing litigation and to the British Red Cross to assist with internal legal advice.

“The core focus of the firm's pro bono programme in the past year has been Access to Justice, particularly in light of the legal aid and local authority funding cuts in the UK. It's exciting to see our lawyers develop a secondary skill set (advising on welfare law) so they can actually do something meaningful to help; and a social welfare lawyer has now joined the firm to build upon our ability to offer these services moving forward.

We've also concentrated on ways to partner with our clients on pro bono initiatives. We are delighted to have partnered with Citi on TrustLaw projects in China, Germany, the UAE, Kenya and London. We also partnered with Mitsubishi Securities to deliver the Lawyers in Schools programme in London, and have undertaken partnering projects with other major clients. We will continue to respond to our clients' appetite to participate in pro bono partnering projects, both in the UK and internationally.”

Richard Dyton,
Pro bono Partner

Photo: A Kenyan villager using an efficient cookstove (see page 24)





Our communities

We believe that we have a responsibility to share our time, experience, skills and ideas to engage positively with and support individuals and organisations in the local communities in which we operate and do business.

The Young Talent Programme

Our ambitious secondary school programme with Frederick Bremer School in Walthamstow, London continues to develop and to show increased success. Working with the Twist Partnership, the programme is designed to raise students' aspirations through a series of ongoing, longer-term initiatives that provide access to the legal profession and wider work opportunities. Each year a group of twelve Year 10 students is selected, with input from both the school and the firm, to be part of the programme. The firm is committed to supporting each cohort of students for a seven year period during which they return to the firm every year to participate in a range of activities including work experience; skills sessions; project work; presentations; paid internships; and group mentoring.

As at 30 April 2015, a total of 50 young people have been selected for the Young Talent Programme and have successfully completed one week of work experience at the firm, and 24 students have also completed a week's paid summer internship. Two Year 13 students will receive the Simmons & Simmons bursary in September 2015 to assist them through university.

We are proud supporters of the Social Mobility Business Compact and PRIME: this programme continues to complement and exceed our commitments under these initiatives while delivering many benefits both to the young people involved and the members of the firm who support our work in this area.

I have found being involved in the Young Talent Programme inspirational. Seeing the students gain confidence and new skills whilst they are here at the firm is brilliant and equally, we benefit from the challenging and insightful questions they ask of the people they interact with. I am excited to see how the programme develops in the future.

Jessica Fenton-Holt, Associate

Photo: Young Talent Programme students at our annual CR Awards





Access to work experience and opportunities

We are committed to providing fair and equal opportunities to assist young people in education to develop and realise their aspirations. We are engaged in a number of local community programmes that provide young people from less advantaged backgrounds access to fair and equal work experience and the opportunity to train and develop their skillsets to prepare them for the world of work.

Supporting young people in Bristol

Volunteers from our Bristol office have continued to support two local schools in the Easton area this year: The City Academy and Bannerman Road Community Academy. At the City Academy volunteers have teamed up with Shine Reading to provide weekly lunchtime reading support to year 8 students. At Bannerman Road, the team hosts a weekly numeracy session for students in Years 3 and 4 to improve confidence and enthusiasm for working with numbers.

Teach for China

In China we continue to support Teach for China (TFC) which is Teach for All's only partner in China and follows the model of Teach for America. TFC aims to eliminate educational inequity in China and annually recruits talented young people with excellent educational backgrounds from both China and the US and sends them to teach children in remote areas of scarce educational resource. Our Shanghai office has advised TFC on employment, corporate and immigration issues in China.



Photo: Members of the office involved in the charity Teach for China

Moreland Reading Scheme

A group of volunteers from our London office continue to visit Moreland Primary School in Islington to provide weekly reading support to children aged between 10 and 11. This is our longest running social inclusion scheme and this year we invited the students to our London office for an end of term celebration which included a literary themed afternoon of arts and crafts with volunteers across the firm.



Photo: Moreland Reading Scheme student and Lucy Jones, Business Analyst, taking part in our end of term celebration

“Reading mentoring with Moreland primary school pupils is so very rewarding. Watching their confidence and reading ability improve with each session is encouraging but their faces lighting up each week as you turn up to listen to them makes it so worthwhile.”

Jo Braddock, Professional Support Officer

Lawyers in Schools

The Lawyers in Schools programme is the Citizenship Foundation's flagship legal education and employee volunteering programme which aims to bring the law to life for young people in the UK. The programme is designed to develop young people's awareness and understanding of the law and the legal system, their rights and responsibilities and how the law affects their everyday lives.

The programme places practicing and trainee lawyers in the classroom to work with young people in small groups of six or seven. Over the last year our lawyers have supported students at Saint Saviour's and Saint Olave's Schools in Southwark. The sessions cover a range of legal topics including Social Media and the Law, Intellectual Property, Family Law and Consumer Law.

Paris Science & Literature initiative

This year our Paris office has supported the PSL (Paris Science & Literature) initiative. Founded in 2010, PSL is a strategic alliance between the most famous high schools in France. Each year, PSL selects 60 students from less advantaged backgrounds, 30 of whom are eligible for maintenance grants, to attend a specific and unique three-year programme conducted in collaboration with the prestigious "Lycée Henri IV". At the end of the three years, the students receive a diploma qualification which allows them to attend the top level high schools in France. The firm's Charitable Foundation had made a donation to support a scholarship for accommodation and study expenses for three grant-holder students.

The Big Issue Foundation

For the seventh consecutive year our London office has participated in the Big Issue Vendor Development Programme which provides an opportunity for a Big Issue vendor to join our firm for a six month placement. The placement helps Big Issue vendors to increase their revenue by selling copies of the magazine to our London office and allows them to undertake a personalised training programme. This year the firm's Charitable Foundation also provided funding to help the Big Issue Foundation to widen the scope of the Vendor Development Programme, allowing a greater number of vendors to participate. More widely, the firm continues to assist the Big Issue Foundation with operational, corporate legal advice.

"It is uplifting to see the firm working to break stereotypes, showing the often forgotten caring face of lawyers and highlighting the even more often forgotten humanity of the disadvantaged."

Andre Rostant, Big Issue Vendor



Photo: Members of the firm taking part in the London Legal Walk

Access to justice and supporting those in pressing need

In support of our pro bono commitment to focus on addressing the needs of those most in need, including the challenges relating to access to justice, the firm has expanded its work in this area over the past year. The firm continues to run its Monday evening clinic at Battersea Legal Advice Centre, assisting clients who would not otherwise be eligible for legal aid in areas such as debt, housing and employment. In June 2014 the firm seconded a trainee solicitor to the organisation that runs the Centre to assist with housing litigation – her reflections on the experience are available at <http://bit.ly/1L2XFgR>.

We also continued our support for current and former members of the armed services who are not otherwise eligible for legal assistance through monthly attendance at the Supporting those who Serve Clinic and QMU Legal Advice Centre. In 2014 we also started a pilot scheme with the Prisoner's Advice Service, assisting in the preparation of legal advice to prisoners on a range of issues, usually stemming from their imprisonment.

Ten of our lawyers undertook training with Pro Bono Community, a charity that helped them to develop secondary specialisations in welfare benefit related law. In 2015 we employed a social welfare lawyer to work three days per week to oversee our efforts in this area and we have also signed up to the UK Collaborative Plan on Pro Bono, which specifically provides for a proportion of participants' pro bono work to be directed to promoting access to justice for low-income individuals.

The firm celebrated National Pro Bono week in November 2014 with a Pro Bono Recognition lunch for those fee earners who had recorded over 50 hours of pro bono work in the past year. This included a moving presentation by Natalia Rymaszewska, Deputy Chief Executive, London Legal Support Trust on access to justice in the United Kingdom and the social impact of legal aid cuts.

In Hong Kong, China and the Middle East our pro bono community focus was on assisting local charitable organisations, which help those most in need, with their registration and set up. In addition to the examples below, others are outlined in the Our Workplace section of this Report.

The Hong Kong office assisted Fargo Foundation in its application for tax exempt status and other company and charity law matters. Fargo Foundation operates education programmes with at risk communities and advocacy programmes that raise awareness of the challenges faced by these communities. It currently operates initiatives in Hong Kong focused primarily on support of youth and refugees. The Foundation nominated the firm for the TrustLaw Lawyer of the Year Award for the work they carried out in support of the company (now charity) over the course of 2014.

For the last four years, our UAE offices have been assisting the Dubai Caledonia Society, providing logistical and insurance related legal advice in respect of the societies' board of management.



Photo: British Army poppy sellers in the London office

YMCA football

The Simmons & Simmons football team teamed up with residents at the City YMCA hostel for a series of six-player football matches.



Photo: Members of the S&S football team and the City YMCA

“The feedback from the events was really positive – going forward we hope residents of the City YMCA London football team will take up our offer of representing the Simmons & Simmons football team during the winter season. They gave us a real footballing lesson!”

Matt Martindale, Trainee Solicitor

Oxfam

Oxfam is an international confederation of 17 organisations working in approximately 94 countries worldwide to find solutions to poverty and injustice around the world. 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), healthcare improvement and NGO development. The agency has supported projects in almost every province, region and municipality in China. A team of legal staff from our corporate and employment teams across the Beijing, Shanghai and Hong Kong offices has been advising Oxfam on managing employment issues (including engaging independent contractors in China), intellectual property, general commercial legal advice and contract reviews.



Photo: Villagers in rural China

UNICEF

We have been the legal partner of UNICEF Netherlands for the past nine years. This includes a free help desk service for UNICEF and its other partners in The Netherlands. The firm continues to sponsor the UNICEF Chair in Children’s Rights Studies at Leiden University and participated in an international conference that was held to celebrate the 25th anniversary of The UN Convention on the Rights of the Child (CRC). The conference included the Leiden Children’s Rights Summit on Universal Children’s Day on 20 November 2014.

Madrid Safetydoc

For four years the Madrid office has worked with Safetydoc to collect and recycle paper provided to the office in accordance with the quality control systems required by Rule ISO-9001, certified by AENOR. Safetydoc works alongside Fundación Juan XXIII, a foundation which aims to integrate people with disabilities into the work force.

Supporting the arts

In 2014 we joined the QMU Legal Advice Centre Law for the Arts programme, where lawyers from the firm supervise Queen Mary University law students in providing advice to young artists and designers with their IP related issues. Our London IP department has a particular interest in the arts, providing advice to the London Mozart Players as well as providing a rota of lawyers to the monthly IP Clinic 'Own It'. It also joins other practices, and offices, providing pro bono support to the Frieze Art Fairs and the English National Ballet and the firm continues its pro bono support for the Centre for Recent Drawing (C4RD), which provides artists' studios and a museum exhibition space to support its charitable aims of promoting drawing in all its forms. IP partner David Stone chairs the board of trustees. The firm also provides pro bono support to the National Youth Orchestra of Great Britain and our office in the Netherlands supports Koninklijk Concertgebouw. The firm continues to be the Associate Sponsor for the Donmar Warehouse.

Magna Carta in the 21st century

In February 2015, the firm was a sponsor of the Global Law Summit in London, which marked 800 years of Magna Carta and the Rule of Law. Under the banner of "Magna Carta principles and modern world solutions", our Senior Partner, Colin Passmore led a panel session on "Privacy: What we give away and how our private details are used – and abused". Examining this topic and the aspects of privacy protected by law, by social convention and as a fundamental human right, Colin was joined by Josie Rourke, the Artistic Director of the Donmar Warehouse (the London theatre of which Simmons & Simmons is Associate Sponsor) and director of the 2014 play, PRIVACY, and Sir Michael Tugendhat, the former High Court Judge who before his retirement was the UK's senior media judge.

In a wide-ranging session that brought three different perspectives to the idea of privacy – considering what it means today within the law and among ourselves as private citizens – each panellist considered the role technology has played in the changing nature of privacy, touching on smartphones, superinjunctions, access to justice, the role of the judiciary, the role of the state, the nature of surveillance and the erosion of legal professional privilege. The session was well attended and well received by the international delegates at the Summit and highlighted a number of the themes that sit at the heart of our CR strategy and within the Universal Declaration of Human Rights.

Frieze London 2014.

Photo: Linda Ny Lind courtesy Linda Ny Lind/Frieze





FARMER

Our workplace

We are committed to maintaining our reputation as a good employer. We provide our people with a fair work environment and seek continuous improvement in developing a diverse culture in which equal opportunities are genuinely open to all.

Workplace diversity

We maintain our commitment to Principle 6 of the UN Global Compact, to eliminate discrimination in respect of employment and occupation. This commitment underpins the employment cycle of our employees, from recruitment through to career progression, development and retention. We ensure that we provide 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 we continue to communicate with our people through channels such as our Works Council in Amsterdam and our Employee Discussion Groups in London.

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

“We are committed to achieving better gender balance across the firm. We have made good progress this year and will seek continuous improvement over the next 12 months to further embed this key business issue into our every day practices. Improved gender balance will improve our business, it is essential that we attract, retain and develop the very best talent to enhance the delivery of our services to our clients“.

Jeremy Hoyland,
Managing Partner

Gender balance

We maintain our commitment to improve gender balance across the firm, to ensure that women are proportionately represented at all levels of the firm and particularly within the partnership. We still have a long way to go to but we have made good progress this year.

In 2014/15, 30% of our internal partner promotions were women and our Board is now made up of 50% female representation of elected members. We continue to see talented women promoted within the firm and yet the limited number of senior female lawyers in the market continues to present challenges.

We remain committed to further improvement over the next year, to continue to embed gender balance into our every day practices and to conduct due diligence measures during our annual performance rating, salary review, recruitment and promotion processes to ensure alignment to our overall gender balance objectives.

Flexible working

We have undertaken a number of measures this year to support the needs our people and their desire to work more flexibly. We want to empower our people to be able to choose a working pattern that is flexible to their needs and which supports them in managing their own work-life balance and to facilitate increased flexibility in our working practices in order to maintain the high quality of service that we deliver to our clients operating in a number of countries and time zones.

Internally, we ran an eight-week firmwide video and poster campaign to raise the profile of the range of working patters undertaken by our people across a number of our offices and to facilitate greater engagement and take-up. Additionally, all UK associates are supported to work from home one day a week without the need to seek prior permission.

Externally, we continue to partner with Timewise, a recruitment agency specialising in part-time jobs and to advertise flexible working in all of our external job descriptions and specifications so that prospective new joiners feel encouraged to apply in the knowledge that flexible working is actively supported.



Other initiatives

From a pro bono perspective, we seek to support charities which support the firm's strong CR commitment to diversity and gender balance, including Women for Women International, Maternity Worldwide, Future First, Gingerbread (supporting single parents) and VInspired. Where appropriate, we are also very supportive of diversity related charities in our growth market jurisdictions.

The firm continues to provide Schools OUT United Kingdom (SOUK) with legal support, training and other resources. Schools OUT is the motivational force behind UK LGBT History Month, celebrated throughout schools and other educational establishments each February. This year, Schools OUT organised the first ever National Festival of LGBT History in Manchester, which was attended by a number of leading LGBT campaigners such as Stuart Milk and Peter Tatchell. Associate Adrian Dykes is on the board of trustees.

In February, the firm's LGBT Network and Graduate Recruitment team hosted our third annual recruitment event in the UK aimed at LGBT students with an interest in a legal career, following the success of similar events in previous years.

Outside the UK, in 2014, Simmons & Simmons Germany became proud members of Charta der Vielfalt (Diversity Charter) and Pride 175. Both are well-known associations which campaign for a culture of recognition, appreciation and integration of diverse workforces in German businesses. The German offices of Simmons & Simmons also joined the 2015 'Sticks & Stones' LGBT recruitment fair for the third time and we were the first firm to register for the newly established 'Alice' fair, the first LGBT recruitment fair specifically for lawyers and legal staff. Simmons & Simmons was the first law firm to participate in a LGBT recruitment fair in Germany when we participated in 'MILK', the predecessor to 'Sticks & Stones'.

Staff networks

The Number One Club

The Number One Club (TNOC), the firm's women's network is named after our London address (One Ropemaker Street) and has had another successful year, offering both an internal focus ("Looking After Number One") and external activities (including "Plus One Events").

Internally, the Network aims to run events to support the retention and progression of women in the firm, by providing events that challenge, amuse and assist with career development in support of the firm's gender balance objectives. This year's events have included the Routes to Success Talks, a series of talks from senior people at the firm at which speakers have given honest and insightful talks about their careers, the highs and lows and the challenges.

Externally, the Network holds events intended to build and strengthen female client relationships. This year's events have included a very amusing and inspiring talk from Team

GB Olympic rower, Katherine Grainger, a private viewing at the Sherlock exhibition at the Museum of London, a joint panel discussion with Barclays on the recruitment and retention of women chaired by Justin Webb, BBC journalist and a private film screening at BAFTA (in association with Women for Women International).

The Network once again hosted a SmartWorks Professional Development Day in London helping disadvantaged women get back to work by providing them with interview-appropriate clothes, training and a range of career-based support to help them succeed at their interview and take control of their lives. Members of the firm took part in the day providing workshops on CV writing, personal brand and interview techniques.



Photo: SmartWorks development day

This year has also seen the launch of the Hong Kong branch of the TNOC Network group. The Hong Kong committee has hosted two highly successful client events: a chocolate tasting evening and a talk on diamonds by a licensed gemologist.

"It has been a great year for The Number One Club – we have hosted a range of exciting internal and client facing events and launched the Hong Kong branch of the network as well. I believe that the network plays an important role in the firm and from my personal perspective the support of the network in growing my client relationships and sharing experiences with other women has been invaluable over my 20 year career at the firm."

Penny Miller, Partner
Co-Chair, The Number One Club



Photo: Young Talent Programme students at our 2014 CR Awards



LGBT Network

The LGBT (lesbian, gay, bisexual and transgender) Network has enjoyed another successful year. In particular, the Network is very proud to have contributed, along with the Straight Allies Network, to the firm being named as a 'Stonewall Star Performer'. The firm is one of only eight organisations in the UK to be recognised with this accolade, and is the only law firm.

The Network has continued to help raise awareness of LGBT issues, both within and outside the firm and in July 2014 hosted a well-attended Q&A event with former international windsurfer and spy, Sue Gardener, who discussed her experiences of being a trans woman as well as issues facing the trans community. Network members have continued to mentor, including providing 'reverse mentoring' to a number of Straight Allies.



Photo: Sue Gardener speaking about trans issues

“After six years as the top law firm in the Stonewall Workplace Equality Index, this year, the firm became a Stonewall Star Performer – one of only 8 entities in the UK which have consistently demonstrated that they are good places for LGBT people to work. It’s not an excuse to rest – we have taken on a number of projects specific to partnership structures, as well as committing to work on LGBT equality with the London Bar. We have also signed up to Stonewall’s global programme, to ensure consistency across all our offices”.

David Stone, Partner
Co-chair, LGBT Network

Straight Allies

The Straight Allies Network has had a busy year, with a particular focus on raising awareness externally and providing thought leadership as to the role and expectations of Straight Allies. We are delighted to have contributed, together with the LGBT Network, to the firm being named as a “Stonewall Star Performer”.

With regard to our external profile, we participated in a number of panel discussions, including at the FCA, Shell, and an Interbank Forum and looked for other ways build relationships and share best practices with and from clients. We also shared our experiences of developing a Straight Allies Network with the Professional Services LGBT Group and we spoke on what we know of managing international assignments for LGBT staff at the launch of Stonewall’s Workplace Guide. Our members have visited Frederick Bremer School to talk to students about what it’s like to be out in the workplace, and the role that straight allies can play in creating a good working environment. This year our co-Chair, Vicky Wickremeratne, was shortlisted for the “Corporate Straight Ally” award at the British LGBT Awards.

“We want to actively support the professional and personal development of our people. I am very pleased that we have taken steps to integrate the firm’s diversity and inclusion initiatives in the Beijing office.”

George Chan, Partner, Straight Ally

Christians in Simmons & Simmons

The Network has continued to meet regularly to study the Bible together, including attending The Moorgate Talks at lunchtime each Wednesday. The Network also held two ‘Christianity Explored’ courses, looking at Mark’s gospel over seven weekly meetings and introducing attendees (from the firm and neighbouring law firms, banks and corporations) to the historical person of Jesus: who he was, why he came and what it means to follow him. The Network also attended external events organised by The Lawyers’ Christian Fellowship, which have tackled topics such as “Justice – does God really care?” and “Can banks be good?”.

The Network organised the firm’s carol service at St Margaret Lothbury at the end of 2014 at which many colleagues joined us to sing carols, listen to the Simmons & Simmons choir and hear the Christmas story read and explained. The Network remains grateful to Rev. Jeremy Crossley for his partnership in this annual event.

Art Network

The Art Network was created in 2012 to raise the profile of the firm's collection of contemporary art and to provide more opportunities for partners and staff to engage both with our collection and the wider contemporary art world. The Network now has over 100 members, a number of whom also assist with pro bono opportunities within the visual arts such as the 'Lawyers Volunteering for the Arts' and 'Law for the Arts' programmes. Others have trained to become tour guides which has allowed us to increase the number of tours given to groups from outside the firm, including clients, members of the public, groups from local art institutions, colleges and universities, and students from Frederick Bremer school.

This year we have achieved several notable 'firsts', including the first staff-curated exhibition "Are you sitting comfortably?" and increasing public access to the collection through our participation in Open House London and the City of London Festival. Network members are writing about the collection both for exhibition catalogues and for information cards made available alongside those works hung in meeting rooms and available online.

From September 2014 to March 2015, the London office hosted "Painting About Painting", an exhibition examining the place of painting in contemporary art, curated by our Art Partner, David Stone. The temporary exhibition programme continues to play an important role in making Simmons & Simmons a stimulating environment in which to work, providing an opportunity to see familiar pieces in new contexts, as well as a setting for welcoming a wide range of community groups into the firm to share our interest in the visual arts.

"It has been an exciting year for the Art Network, which is now an integral part of cultural life at the firm. Members have curated exhibitions, written art cards and led tours of this world class collection, and we will continue to expand the number of opportunities the Network provides to engage with the wider contemporary art world, with events both inside and outside the firm."

**Chris Lewis, Lead Document Automation Specialist,
Art Network Co-chair**

NOTICED

As one of the founding members of NOTICED (Networking Opportunities To Integrate, Celebrate and Educate on Diversity), and as Secretary to the network, Simmons & Simmons continues to play an active role in its development. NOTICED seeks to provide opportunities for member law firms to raise the profile of issues related to multiculturalism within the legal sector. A particular highlight of the year was the firm hosting the NOTICED Black History Month event with guest speaker Baroness Floella Benjamin OBE. We anticipate the next year being filled with a variety of events with a renewed focus on taking concrete steps to identify and address diversity issues faced by our respective member firms.



Photo: Baroness Floella Benjamin and members of the NOTICED committee at the NOTICED event held during Black History Month

The Jewish Network

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

International Islamic Community

The International Islamic Community has internal Network meetings throughout the year and an annual Eid dinner in Dubai for staff and alumni of the firm. The Network continues to promote the firm's Dubai based Islamic Finance practice through ongoing external events with clients.

Work to support charitable organisations

Charities supporting medical and disability related concerns have been very popular pro bono clients for our lawyers, including AMREF UK, the Black Prince, Anthony Nolan Trust, RNIB, London's Air Ambulance, Alzheimer's Research and the Alzheimer's Society. This support is provided in particular by our London employment, IP and ICT departments.

Our London employment practice works closely with Macmillan Cancer Support, providing advice and representation on a wide range of HR issues. Previously their employment law advice was paid for and Macmillan has made it clear that each hour of work we provide on a pro bono basis releases extra funds to support people affected by cancer.

We also support the National Society for the Prevention of Cruelty against Children (NSPCC) on IP and employment-related matters: in particular our IP team conducted a due diligence review, the results of which were used to advise the NSPCC's Executive Board on potential IP risks and issues involved in potential changes to the NSPCC's existing services.

Our Rome offices provides Emergenza Sorrisi (Emergency Smiles), a charity that arranges for volunteer doctors to undertake surgical missions to the world's poorest countries to treat children with cleft lips and palettes and other serious illnesses, with pro bono support.

Simmons & Simmons Madrid renders legal advice to Cáritas Madrid, a relief, development and social services organisation and the Hong Kong office has a longstanding relationship with Sunshine Action, which aims to help the poorest areas and people of Hong Kong through material support.

Client collaboration

Lawyers from our UAE offices worked alongside local in-house counsel from Citibank, on pro bono support for the MOHAN Foundation which works to improve organ donation rates. The combined team reported on applicable UAE laws to help guide the MOHAN Foundation on its local practices.

Morning Star Foundation (MSF) is a non-profit/NGO organisation that supports orphan and children with severe heart disease. It works primarily in China and Uganda to support these vulnerable children through programmes and healing homes. A team from across our Beijing and Shanghai offices worked with in-house counsel from Citibank China, to advise MSF on the best way to register in China, along with associated corporate and employment matters.

Photo: Macmillan coffee morning in our London office





A suggested donation of £1
for a cup of coffee / tea
and a portion of cake

THANKS FOR
YOUR SUPPORT

Our environment

We acknowledge that the business activities of our firm have an impact on the environment, are a cause of pollution and contribute to climate change. We proactively manage our environmental impacts through the central management of our buildings, investment in emerging clean technologies and the encouragement of behavioural change amongst our own people and our supply chain.

“Baxter Storey works in partnership with Simmons & Simmons to improve our environmental performance continuously. They actively seek to build relationships with their ‘third party’ suppliers and we regularly invite our local green suppliers to meet with our customers here at the firm”.

Kerri Barrett, General Manager, Baxter Storey

Climate Change

The firm continues to house and support two of the UK’s most important climate change related pro bono charities: the Legal Response Initiative and PURE Leapfrog.

Legal Response Initiative

Simmons & Simmons has supported the LRI since 2009. Three Simmons & Simmons lawyers attended the UN climate change negotiations in Bonn in June 2014 and in Lima, Peru in December 2014 as a legal advisers for the LRI and our lawyers advised the least developed countries group on legal and procedural issues, in particular in relation to the ongoing negotiation of the new international climate change agreement which is expected to be adopted by states in Paris at the end of 2015. Several trainees have also been involved, assisting vulnerable developing countries during the negotiations from the LRI’s office.

Photo: GALA trip to Uganda





PURE Leapfrog

PURE Leapfrog is a unique business-led charity that channels free professional advice into carbon reduction projects, and provides affordable loans to community energy projects. Leapfrog's long-term vision is to put community energy at the heart of the future sustainable energy mix. Leapfrog works to level the playing field by offering community energy revolutionaries professional support and affordable finance. In 2014 the firm advised Bristol Energy Co-operative on structuring and implementation of tri-partite structures for the provision of energy efficiency financing to, in particular, social landlords. The firm also devised a structure for Wey Valley Solar Schools to enable solar panels to be donated to schools, and advised Staffordshire Council on a large scale roll out of solar photovoltaic systems for 25 schools across Staffordshire – the UK's largest schools related community energy led programme.

Conservation

The firm's focus on conservation pro bono work has related to our growth market jurisdictions of Africa and China, demonstrating our commitment to the communities in which we work.

Our Paris offices provided the International Union for the Conservation of Nature (IUCN) with advice on the national and regional environment protection laws existing in the Great Lakes region of East and Central Africa.

In China, we assisted two of the world's largest environmental NGOs with their set up and operation in this most important jurisdiction regarded by many as 'ground zero' for environmental protection. The first, NRDC, is one of the biggest action groups in the United States focused on environmental protection. Since January 2013, a team of legal staff drawn from our corporate and employment teams in Shanghai, Hong Kong and Beijing, has been advising NRDC on corporate, compliance and

employment issues. The employment team also presented at a roundtable, sponsored by NRDC, to a group of NGOs. We have also been advising The Nature Conservancy (TNC), a leading international conservation organisation that protects ecologically important lands and waterways, on employment and compliance issues in China.

Carbon offset projects

This year we have chosen two technology projects, one in Kenya and one in India, both of which have environmental and social benefits. Our London office has also advised Global Action Plan (GAP), a charity which provides businesses, schools and communities, with behaviour change programmes that help people live more sustainably, on a range of operational matters relating to data protection, real estate and dispute resolution. Significantly, the firm advised GAP in relation to its collaboration with the NHS regarding energy saving measures.

Mathira improved cookstove project

In Kenya, the traditional three-stone method of cooking is labour intensive, fuel inefficient and also detrimental to health. Through the installation of fuel efficient cookstoves, not only is the need to collect firewood lessened, the respiratory illnesses caused by the smoke inside homes is also reduced.

Indian wind farm project

We have also invested in a wind energy generation project in India. The project owner is a trustee of Amarchand Singhvi International School, providing high quality education to children between 5 to 15 years old. The school teaches the Indian values such as non-violence, courtesy, tolerance, truth, and respect for religion and religious differences.



Photo: Amarchand Singhvi International School environment project

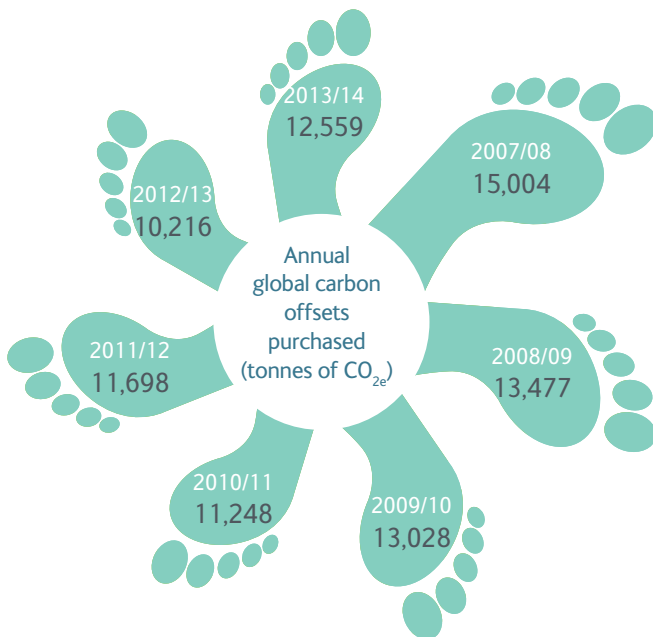
Carbon Neutral +

Simmons & Simmons has been committed to neutralising our carbon footprint annually through investment in international projects certified to reduce or prevent carbon emissions since 2006.

This year we purchased VCS certified carbon credits through PURE Leapfrog, to offset 12,559 tonnes of carbon dioxide equivalent produced by our global network of offices.

This represents a 23% increase on last year's absolute figures, or an 11% increase per employee. This is a source of concern, although it reflects the firm's growth as it is driven in the main by increased air travel to meet our commitments in Africa and Asia, in particular, and more generally across the business.

Simmons & Simmons understands that Carbon Neutrality is just one means by which we can balance our commitments – both to the environment and to growing a successful business. As our need to travel increases, we will need to be innovative and creative in our attempts to ensure we minimise the environmental impacts it causes.



The “+” in Carbon Neutral +

As part of an innovative arrangement with PURE Leapfrog, we supported the Wey Valley Solar Schools cooperative this year on a project that installed 29kW of solar panels on the roof of Christ Church School. Over 20 years, it is anticipated that the solar panel array will generate around 589MW of electricity. This equates to around 262 tonnes of carbon dioxide emissions saved per annum.



Our business

Core to our CR strategy is to ensure that we conduct responsible business practices across the firm. This applies at all times to our clients, employees and suppliers and 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 seek to ensure that our firm operates in a responsible, professional and ethical manner, and that it consistently achieves high standards. We have a comprehensive set of risk management policies and procedures to safeguard this process. Our Ethics policy clearly communicates to partners, employees, clients and suppliers what constitutes appropriate and acceptable conduct. We also have policies and procedures in place relating to anti-corruption and anti-money laundering. In line with our obligations to the UN Global Compact, we perform checks on the human rights record 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 pages and by email from the Managing Partner and Director of Risk Management demonstrating the endorsement of senior management. These are reinforced with training and staff are encouraged to familiarise themselves with the policies and procedures and to promptly report any issues or problems, including breaches of diversity and equality principles, that they become aware of. The firm has an "open door" culture, as well as 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 have a strong record for working with our suppliers and contractors and supporting them to improve and develop their CR commitment. We recognise the indirect social and environmental impact of our procurement activities with suppliers and contractors and our CR supplier programme addresses this. This includes an annual CR audit of our top suppliers to assess their progress towards CR best practice and covers environmental initiatives, HR policies and diversity monitoring. We also host an annual CR roundtable event for our key suppliers across a number of sectors to share best practice and collaboration on a range of relevant key CR issues. This year our roundtable event focussed on social mobility programmes and gender balance initiatives. We have found the cross-sector collaboration of the event to be mutually beneficial for all parties. Over the next 12 months we will extend our CR supplier programme to suppliers of our legal services, barristers (including barristers' chambers) and paralegals.

“The Simmons & Simmons ‘Supply Chain Roundtable’ was a thought-provoking and enjoyable event, with interesting speakers and a mixed group of delegates from other sectors, including transport, catering and security. As one of Simmons’ key suppliers it’s useful for us to have access to their teams and other suppliers to meet common environmental and social objectives.”

Kathryn Rusack, CSR Officer, Williams Lea

Photo: Colin Passmore at the Global Law Summit 2015 (see page 12)

give away and
details are used

& Simmons

Law Firm



Global Law Summit
Inspiring legal innovation

STRATEGIC PARTNER
THOMSON REUTERS

Human rights and community land rights

The firm has developed a significant human rights practice, which is housed and led by our Dispute Resolution department in London. Our work in this area receives increasing recognition, particularly for our work representing the rights of vulnerable communities in developing countries whose lands are coming under pressure from large commercial interests and are the subject of 'land grabs'.

Colombian Caravana

The Colombian Caravana is a not-for-profit organisation that monitors abuses faced by human rights defenders in Colombia. In August 2014, two members of the firm joined 66 other individuals from 12 countries on a week-long delegation to Colombia, where they carried out regional visits to conduct witness interviews with victims of human rights violations, human rights defenders and state officials. In Bogotá, the Caravana met with government authorities including the Vice-President's Office and the Land Restitution Unit. The delegation subsequently prepared regional reports highlighting the key issues faced by human rights defenders and a national report is due to be released in 2015.



Photo: Regional visit to Tranquilandia, a peasant farmer community in northern Colombia.

Community land rights

A team of Simmons & Simmons lawyers advised The Nature Conservancy (TNC) throughout 2014 in respect of land rights issues in the Solomon Islands and specifically the rights of an indigenous community faced by large scale mining operations. We have advised TNC not only on the protections available to the local population under international law but also on potential strategies for engaging with the mining companies and other key stakeholders.

Our Paris office is currently assisting Global Witness, along with a Congolese NGO, in reviewing and suggesting modifications to a draft law on the "Protection of Indigenous Peoples' Rights" in the Democratic Republic of Congo..

Simmons & Simmons works with the Forest Peoples Program (FPP), a UK-based NGO that works with indigenous and forest communities. Currently, we are developing a model community-company land use contract for use in Liberia. Recent attempts at large-scale land acquisition (for industrial scale palm oil agriculture) via foreign direct investment, has highlighted the vulnerabilities of the local communities. The contract is designed to accommodate the fact that customary land ownership is often collective and to help communities take ownership for decision making in this process.

We have also continued to carry out significant human rights and land rights related work for Christian Aid, including working with our partner Transperfect on the preparation of the Spanish version of the Simmons & Simmons' report on UN Guiding Principles on Business and Human Rights, and carrying out preliminary research regarding the application of international land rights law to campesino communities (peasant farmers).

Thought leadership

Our lawyers contributed to a publication titled 'From restriction to protection: Report on ensuring a safe and enabling legal environment for human rights defenders' issued by the International Service for Human Rights (ISHR). Since its publication in November 2014, the ISHR has advised that outcomes include a civil society initiative to enact a law on human rights defenders in India; and the development of human rights defender legislation in Honduras, with a draft law currently before Congress.

In December 2014, as part of the Law Society's Human Rights Week, the firm made a public presentation entitled 'Turf War - Protecting Community Land Rights' attended by a range of academics, barristers, NGOs and clients. The presentation focused on the practicalities of advising on community land rights, and included discussion on challenges such as identifying the beneficiaries of community land rights and settling disputes with multiple stakeholder groups. The presentation can be viewed at <http://bit.ly/1JCBcGV>.

Microfinance, social impact investment and anti-corruption in developing markets

With the firm's focus on assisting the communities in which we operate, we have ensured that we support microfinance and social impact investment charities in those developing community markets where we choose to work and also seek to support transparency in those markets.

Asia

The Singapore office assisted pro bono client, VinaCapital Foundation, and its social impact investing fund, Lotus Impact, on the drafting of a loan agreement for a water supplier and the structuring of a microloan mechanism for social impact investment in Cambodia. It also undertook a pro bono project for Untld Indonesia, an organisation supporting early stage social entrepreneurs and social enterprises in Indonesia by helping them with a soft loan programme for social enterprises, and reviewing its agreement with a Korean foundation providing capital for the programmes.

Africa

Our Paris office has a particular focus on Francophone Africa, for which it also carries out a large amount of commercial work. The Paris office is assisting French NGO, Entrepreneurs du Monde, on setting up a local company in Burkina Faso. The company, which will function as a "social business", will operate the Nafa Naana project which sells energy efficient cooking and heating equipment to local populations. The Paris office is also advising Revenue Watch on implementation regulations of the Guinean mining code.

Global Alliance for Legal Aid (GALA)








GALA supports the provision of legal aid for public interest litigation, consumer rights and environmental protection in developing countries. We are working with them on a project relating to a fraudulent scheme in Uganda in which many thousands of poor Ugandans invested, using their savings or loans from microfinance institutions, banks or moneylenders. When the scheme collapsed, it left thousands of victims caught in a vicious cycle of debt and families in disastrous financial positions with terrible results. We travelled to Uganda with GALA in November 2013 and met some of the victims so as to better understand the distress in which these individuals find themselves and with a view to appealing to the microfinance community to help with compensation to those victims as previous attempts by these victims to receive compensation through the courts has been unsuccessful.

Photo: GALA trip to Uganda



Progress in 2014/15

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 fourth cohort of students and develop year 4 & 5 stages of the programme | 50 students are enrolled onto the Young Talent Programme The first Young Talent Programme bursary has been awarded to two Year 13 students effective September 2015 to assist them through university We have continued to strengthen and embed our relationship with Frederick Bremer School |  |
| Pro bono | 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 | Please refer to Our Communities (page10) for detail about new programmes including: the firm's commitment to the UK Collaborative plan to address access to justice in the UK and the pilot scheme with the Prisoner's Advice Service |  |
| | 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 | All groups and offices either have a pro bono plan in place or are otherwise fully engaged in pro bono work |  |
| | Implementation and monitoring of the above | Report on qualitative and quantitative measurement of the above, including, where possible, social impact | Significant social impact feedback provided via A4ID review process. Quantitative data unavailable for FY14/15 |  |
| 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 global energy use have reduced by 10.5% |  |
| | 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 12% (London) |  |
| | Reduce activities identified as causes of pollution or environmental nuisance | Reduce consumables by 5% year-on-year | Consumables reduced by 1% (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 54% firmwide managing associate promotions were women 50% female representation of elected Board members | ■ |
| | 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 | Key diversity & inclusion messages are incorporated into the firmwide partner promotion assessment centres | ■ |
| | | Ensure the annual performance management cycle and promotion process has no bias (on grounds of gender, sexual orientation, race or disability) | All processes are reviewed and free of bias This year we have also reviewed these processes on the grounds of formal flexible working status | ■ |
| | | Ensure that each office has a communicated flexible working policy | 25% of our offices have a communicated flexible working policy This year we conducted an eight week firmwide flexible working video campaign to raise the profile of the range of working patters undertaken by our people across a number of our offices and to facilitate greater engagement and take-up. All UK associates are supported to work from home one day a week without the need to seek prior permission. | ■ |

KEY

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

Targets for 2015/16

We take our responsibilities to our clients, our people, our suppliers and the local communities in which we do business seriously and we are proud of our culture of CR which is embedded in our firmwide objectives and essential to the ways in which we do business. Simmons & Simmons continues to support the UN Global Compact and we want to be open and transparent about our goals and our progress against them. Listed below are the targets we have set ourselves for the year ahead.

| Focus | Target | Action |
|-----------------------|--|--|
| Social inclusion | Continue to develop and embed further stages of the Young Talent Programme | Recruit fifth cohort of Year 10 students and develop initiatives and processes for students in Year 13 and higher education |
| Pro bono | To continue to support access to justice in the United Kingdom through the UK Collaborative Plan on pro bono and the provision of individual casework | Part time social welfare lawyer to lead individual casework stream Train 20 more lawyers with Pro Bono Community so they can work on individual social welfare cases |
| | To link our pro bono strategy to the broader CR strategy of responding to our clients' concerns in relation to CR | Work on alignment of CR strategy with client strategy and partner on pro bono projects |
| | To support sustainable ways to alleviate poverty, consistent with the Draft UN Sustainable Development Goal 16, and in particular to support organisations and programmes which work to: | Promote the rule of law at the national and international levels and ensure equal access to justice for all Substantially reduce corruption and bribery in all their forms Develop effective, accountable and transparent institutions at all levels |
| 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 and specifically within the Partnership | 30% of new partner and managing associate appointments to be women Externally promote the firm as an employer of choice for women in order to increase the number of female lateral partner appointments |
| | Embed high performance culture across the firm where all our people can thrive, regardless of background or circumstances | Embed diversity awareness into all global promotion schools, new partner and line management training initiatives Exclude bias (on grounds of gender, sexual orientation, race, disability or flexible working status) from annual performance management cycle and promotion process Establish firmwide approach to LGBT equality Ensure that each office has a communicated flexible working policy Explore partnering and collaboration opportunities with clients and suppliers on shared D&I objectives |

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 | Our business > Human rights due diligence (p.26) |
| | Businesses should make sure that they are not complicit in human rights abuses | Our business > Human rights due diligence (p.26) |
| Labour | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | Our workplace (p.14) |
| | Businesses should uphold the elimination of all forms of forced and compulsory labour | Our business > Supply chain management (p.26) |
| | Businesses should uphold the effective abolition of child labour | Our business > Human rights due diligence (p.26) |
| | Businesses should uphold the elimination of discrimination in respect of employment and occupation | Our workplace > Workplace diversity (p.14) |
| Environment | Businesses should support a precautionary approach to environmental challenges | Our environment (p.22) |
| | Businesses should undertake initiatives to promote greater environmental responsibility | Our environment (p.22) |
| | Businesses should encourage the development and diffusion of environmentally friendly technologies | Our environment (p.22) |
| Anti corruption | Businesses should work against corruption in all its forms, including extortion and bribery | Our business (p.26) |

Our 2014/15 CR Award Winners

Contribution to pro bono

Winner:
Lucie Garnier-Coutild

Contribution to environment

Winner:
Rose-Anna Daukes

Highly commended:
Lesli Ligorner

Contribution to diversity

Winner:
David Stone

Highly commended:
Anjali Ford

Contribution to social inclusion

Winner:
Alison Marriot

Highly commended:
Michael O'Donoghue

Judges:

Sharon Blackman, Citi

Richard Dyton, Simmons & Simmons

Rachel Engel, Macquarie

Dan Flint, Simmons & Simmons

Alex Germanis, PURE LeapFrog

Colin Passmore, Simmons & Simmons

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