



DLA PIPER UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS 2015



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STATEMENT

I am pleased to submit our third Communication on Progress, and my first as Global Co- CEO of DLA Piper. This report sets out how we, as a business, have worked to further embed the Global Compact and the principles of human rights, labour rights, environment and anti-corruption (Principles) into our strategy, culture and day-to-day operations.

DLA Piper has been a strong supporter of the UN Global Compact initiative since we became signatories in 2013. The firm was founded on a 'value and values' proposition and we have always strived to demonstrate the very highest ideals of the legal profession. As a legal service provider, we view the foundation of our profession to be service to our clients, as well as advancing the rule of law and promoting access to justice within our sphere of influence. These issues are at the very heart of our business and operations, and are matters on which we are uniquely placed to contribute. Our membership to the UN Global Compact only serves to enhance our commitment to the key principles, to focus our efforts on improvement and to provide a recognized framework for reporting our progress.

2015 was a positive year for businesses seeking to transition to a more sustainable future. The new Sustainable Development Goals compliment the UNGC Principles by providing an overarching roadmap for global action. The Paris Agreement at the UNFCCC COP 21 was a landmark event and sends a powerful signal to the corporate community that 'business as usual' is no longer an option.

During 2016 we will continue to refine our commitment to the UN Global Compact and to expand it in line with our expanding geographic footprint. We will be increasing our focus on the impact of business operations on human rights and also further developing our work on children's rights through our global partnership with UNICEF. We look forward to reporting our progress on these issues in the future.

Yours sincerely,



Simon Levine

Global Co-CEO

I. INTRODUCTION

As a leading global business law firm, DLA Piper is committed to the highest standards of honesty, openness and accountability. We are proud to be one of the few law firms who are signatories to the United Nations Global Compact (UN Global Compact) and we are proud of the progress we have made in working towards its 10 Principles.

Our approach to the 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 lawyers, our profession is one of public service. We are guardians of the law and act as trusted advisors to assist those in need of legal services. We play a central role in the administration of justice, and our expertise is crucial to solving many of the issues of our time. Law is at the heart of many interactions for individuals, and for body corporates within the public, private and NGO sector, as well as for the government. This central role

provides us with great opportunity to use our legal knowledge and resources to meet our obligations as a responsible business and to support the rule of law, advance access to justice, human rights, environmental sustainability and support progress towards the Sustainable Development Goals.

With over 90 offices in 30 different countries we are diverse in nationality, experience and outlook. We value diversity in all its forms and have programmes in place to nurture and grow what makes us unique, and to ensure that the firm reflects the community around us. This also 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 2015 calendar year and reflects the collective actions of over 8,000 lawyers and staff globally in 2015, as well as our top line objectives for 2016.

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

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

Our firm 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 was one of the first law firms to publicly 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.

We play an active role in sector-wide discussions on steps to encourage implementation of the United Nations Guiding Principles on Business and Human as a member of the Business and Human Rights Advisory Group of the UK Law Society.

DLA PIPER'S HUMAN RIGHTS POLICY IS CONSISTENT WITH:

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



I. OUR PEOPLE

Diversity and inclusion are key to our global identity. As a global business law firm, with a diverse client base, we know that our clients expect our people to represent the communities in which we work and value our ability to advise them on both local and global cultures and markets. This means that we must encourage all of our people to value diversity and respect each person's individuality.

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 2015, for the seventh straight year.

We actively promote a culture that is inclusive of all, where everyone has the opportunity to grow their career and where pathways to career progression are transparent. Managing diversity and inclusion means valuing and utilizing the differences our people bring to the business and that no one is disadvantaged.

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 recognise 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 on 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 a Diversity and Inclusion Policy, we have also developed a comprehensive Diversity and Inclusion training curriculum. The curriculum is currently being rolled out at all levels across the International firm via our Career Academy training programme. A core element is Unconscious Bias training which is currently being rolled out to all partners.

Following the rebrand and re-launch of our approach to flexible working as 'Agile Working', we are continuing to focus on ensuring that agile working arrangements provide effective career development opportunities and that we are utilising the technology to support smart and efficient methods of working.



This year, we have additionally focussed on Wellbeing, particularly mental health issues, recognising the stigma often associated with mental health and the prevalence of mental health issues within the legal profession. We recognised World Mental Health Day in all regions with events, training and information sessions.

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 now have four 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
- Interfaith Network – for people of all faiths and beliefs, with the aim of raising awareness of different faiths within the firm and promoting respect and tolerance.

The key objectives of all our 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 efforts and achievements of our LAW network have been endorsed externally, with LAW being recognised by Euromoney Women in Business Law awards for the Best Gender Initiative in an International Firm in 2015.

Building on the good work of LAW initiatives throughout the UK, US and Australia, the Global Leadership Alliance for Women (Global LAW) was launched in early 2015. Global LAW harnesses the expertise of colleagues engaged in local initiatives around the firm and leverages best practices among existing local mentoring, skills development and networking programs to support the advancement of our women lawyers worldwide. Priorities for Global LAW include:

- Retention and advancement of women lawyers
- Advancement and leadership opportunities for women lawyers
- Supporting internal and external business development opportunities

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.

Our flagship global programme ‘Break into Law’, launched in March 2013, aims to remove barriers to the wide range of legal and non-legal careers within our sector for talented, underrepresented young people.

In every region around the world, we are using our resources and the skills of our people to provide opportunities for young people to gain experience and understanding of what it is like to work within the legal sector and career progression within it. In addition to providing scholarships and sponsorships to some students to support them through their studies, we offer a wide range of bespoke initiatives such as apprenticeships, in-depth work experience weeks, CV and interview skills workshops, career insight days and access to dedicated mentors. We also conduct research into the factors which influence access to careers within our profession and run thought leadership events to further explore the issues.

Break into Law has won a number of awards since its inception, including the Financial Times Innovative Lawyers Awards in 2013 for encouraging talent into the profession, the All About Law ‘Social Mobility Award’ and runner up in the CSR Arabia 2015 Award for investing in UAE youth through mentoring and sponsorship of students.

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.

We recognize that our diversity initiatives have a long-term time horizon, but we believe that we are on a journey and whilst, like most law firms, we still have some distance to travel, with strategic approaches in our geographic regions, we are making great 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 provide detailed sustainability information through our Supplier Portal. In 2015 we also continued dialogue with our key existing suppliers and now have almost 50% of strategic suppliers reporting through Supplier Portal (more information on this is provided in the Environment section).

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

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.

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.

We have developed sustainability training materials for the UN Global Compact's LEAD Programme companies in partnership with Harvard Business School and the Boston Consulting Group. Our lawyers assist 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 are continuing to enhance this sustainability training programme to facilitate the engagement with a larger number of LEAD Programme companies in this innovative, strategic knowledge-building initiative.

As part of our global partnership with UNICEF, we have conducted a research project across sixteen jurisdictions to understand the statutory and regulatory landscape with regards to marketing and advertising to children. The objective of the 'Advertising and Marketing to Children' project is to capture as much information as possible about the regulatory framework within which companies and their marketing and advertising agencies operate. As well as supporting UNICEF's work in helping companies and governments adopt best practice in relation to children's rights, we have also been able to share the findings of this research with our own clients.

In 2016 we intend to conduct further research in additional jurisdictions and to prepare a final report on the larger group of jurisdictions in the future.

4. OUR COMMUNITIES

DLA Piper believes in active participation in the wider community and 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 and we expect all of our colleagues to make a serious and sustained commitment to pro bono and our communities. We are one of very few firms to have appointed 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 2015, our global lawyers and paralegals donated more than 202,000 hours to legal pro bono work and our global staff donated 221,000 hours to pro bono and community engagement work.

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 recognised in the same manner as billable time.

GLOBAL PRO BONO HOURS



New Perimeter is our non-profit organization established by DLA Piper to provide pro bono legal assistance in under-served regions around the world to support access to justice, social and economic development and sound legal institutions. Founded in 2005 as a result of our firm's commitment to support legal advancement worldwide, New Perimeter's vision is to harness the skills and talents of DLA Piper lawyers to further a more just world for all.

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.

In 2015 New Perimeter announced the completion of a ten-year partnership with the National Center for State Courts (NCSC) in Kosovo. New Perimeter has partnered in Kosovo with NCSC, an international nonprofit organization, on various rule of law projects funded by the United States Agency for International Development. The assistance has included helping to draft the laws creating the court and prosecutorial systems in Kosovo. The most recent project involved a team of DLA Piper lawyers training Kosovar jurists on legal ethics and consulting on ways to improve the country's professional disciplinary system and methods for continuing legal education. The team also conducted an extensive review of all the laws and regulations governing the legal sector in Kosovo and provided comments and suggested revisions.

New Perimeter also worked closely with the Kosovo Bar Association (KBA) Gender Committee in Pristina to develop strategies for increasing female bar membership and helping it draft a strategic plan aimed at increasing the number of women entering into and working in the legal profession. In addition, New Perimeter delivered workshops to the KBA Minority Committee and helped it develop a plan for increasing the number of minority members of the bar.

The following are highlights of the pro bono and community activities we carried out in 2015.

i. Human Rights

In 2013 DLA Piper and UNICEF, the world's leading organisation for children, launched a ground-breaking partnership aimed at strengthening the protection of children around the world. During the partnership we have pledged to provide pro bono assistance to the estimated value of \$5 million towards UNICEF's global child justice programme and raise \$1.5 million for this area of UNICEF's work, through a corporate donation and employee fundraising.

To date, we have donated \$1 million to fund UNICEF projects and contributed \$3.5 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.

The Bangladesh government, with UNICEF's support, has made real progress to improve children's lives by reducing mortality rates, achieving high levels of immunisation 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 organisational frameworks that will better protect these children.

Through DLA Piper funded programmes, over 1,700 children in Bangladesh have so far benefitted from initiatives which protect them from conflict with the law and over 224 key professionals have been trained on juvenile justice and orientation of the 2013 Children's Act.

In October 2015 a team made up of 39 colleagues from across the Firm took part in the UNICEF Global Challenge, trekking the Simien Mountains in Ethiopia. The team raised over \$250,000, providing vital support to UNICEF's child justice programmes.

"We are immensely proud that colleagues from around the world have shown such incredible team spirit to complete one of the largest ever corporate fundraising events of its kind. The Simien Mountains trek is a first for DLA Piper and the legal sector as a whole."

Simon Levine Global Co-CEO

Birth registration and inheritance rights were the priority pro bono research topics for the partnership in 2015. 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. We are undertaking a review of the relevant and existing legislation in a number of jurisdictions in order to be able to assess the consistency and adequacy of the law in each country, and ultimately to be able to help UNICEF target advocacy efforts and identify key areas for change.

The review will comprise four phases of ten countries each over the next two years. Phase I commenced in May 2015, bringing together 46 lawyers from 15 DLA offices around the world to work together on research for 10 priority countries (Angola, Kenya, Zambia, Uganda, Mozambique, Zimbabwe, Pakistan, India, Bangladesh and Indonesia).

Over 18 million children have been orphaned as a result of HIV/AIDS in Sub-Saharan Africa and the legal framework surrounding inheritance rights for these children is often unclear. DLA Piper is carrying out a legal review of children's inheritance laws in jurisdictions across the region to support UNICEF in contributing to a significantly improved future for the rights of affected children.

In addition to our work with UNICEF we also deliver high-impact pro bono work to support positive human rights developments around the world. Some representative recent highlights of this work are profiled below.

- DLA Piper has established a partnership with ECPAT, the child trafficking and transnational child exploitation campaign organization. As part of this partnership DLA Piper is compiling research regarding legal avenues available to child victims to seek and obtain reparations for sexual exploitation. We are also reviewing legislation on the sale of children and the application of that legislation and the sexual exploitation of children in the travel and tourism industry. In a separate but related project, our lawyers provided research on the Hague Convention on the Civil Aspects of International Child Abduction to the American Overseas Domestic Violence Crisis Centre.
- One of our European Signature Projects, "Schools for All", is undertaken in collaboration with the Mental Disability Advocacy Centre (MDAC). MDAC works to secure inclusion, equality and justice for people with mental disabilities worldwide. We are partnering with MDAC to work towards inclusive education for children with disabilities who are denied education altogether, or segregated from their non-disabled peers in separate schools. As part of this project we have mapped the legislative landscape relating to inclusive education in seven countries across Europe. In 2016 and beyond we will be expanding our support by providing capacity building training and representing individuals.
- We provided legal advice to UNAIDS on age restrictions for harm minimisation programmes for young injecting drug users. We also drafted a briefing paper on the relationship between international treaties on drug trafficking, human rights obligations and harm minimisation, as well as seconding a lawyer to assist with work on human rights for people living with HIV.
- We successfully represented a client with a communication to the UN Human Rights Council regarding arbitrary detention. The individual was kept on remand for two and a half years prior to being extradited to the US. The Human Rights Council held that his detention was arbitrary in violation of the International Covenant on Civil and Political Rights.

- In conjunction with Kaleidoscope Human Rights Foundation Australia we drafted shadow reports to the UN Human Rights Committee as well as CEDAW and ICESCR in relation to LGBTI rights in various countries in the Asia Pacific region.
- We assisted the Centre for Reproductive Rights with research into the interplay between personal laws and constitutionally protected human rights in relation to child marriage around the world and drafted a memo on whether the right to freedom of enterprise can be used to limit the right to freedom of expression, conscience and religion in countries where entities deny essential reproductive health services to individuals based on religious grounds.
- We drafted advice for Human Dignity Trust on the constitutionality of laws criminalising homosexual conduct in a number of countries in the Asia Pacific region.
- In conjunction with UNESCO, we have developed a training kit to teach young people UN Human Rights engagement in relation to sexual and reproductive health rights.
- In collaboration with Atos Germany we undertook a research project on damages awarded in human trafficking cases. Lawyers across Europe also engaged in multi-jurisdictional research project for the Human Trafficking Pro Bono Legal Centre to identify human trafficking cases in which damages were awarded.

ii. Access to Justice

Access to justice is an issue at the heart of our work as a law firm. Our global pro bono practice supports a wide range of programmes and projects to support this crucial issue.

Some recent examples of this work are profiled below.

- New Perimeter assisted the International Bar Association (IBA) in the development of a smart phone application, the eyeWitness to Atrocities app, designed to promote the identification, reporting and prosecution of crimes such as genocide, torture, crimes against humanity and war crimes (atrocities). The app will enable users to upload images and/or video from a smart phone or other internet-enabled media device to a central secure repository maintained by eyeWitness and hosted by LexisNexis. Relevant information from the repository can then be provided to prosecutors to assist in bringing to account the perpetrators of atrocities. This project arose from the increased use of social as a method to bring attention to atrocities across the world. There are significant challenges to the use of this 'social media evidence' to bring to account the perpetrators of these crimes. The authors of the photographs and/or videos are usually anonymous and the evidence is therefore rarely attributable and verifiable. That is, the evidence does not include information such as the time, date, geographic coordinates and 'author' of the evidence that would allow a third party, such as a court or tribunal, to verify its authenticity. Anonymous and unverifiable evidence is of limited if any value to investigating authorities and judicial bodies. The app will capture this information, as well as other relevant information in a secure and verifiable manner, and store it in a secure and central manner, to allow this evidence to be used to the maximum extent in bringing to account the perpetrators of atrocities.
- 25 DLA Piper lawyers dedicated over 400 hours to draft a set of reports on third party court interventions across 11 jurisdictions for Amnesty International. The reports looked at intervention processes, as well as obstacles to intervention and related case law, improving Amnesty International's advocacy work across the globe. Over 50 DLA Piper lawyers devoted over 1,000 hours to researching and drafting a 625 page comparative report for Refugee Action on the asylum and refugee legal frameworks in 16 jurisdictions including Australia, Germany, Sweden, and the UK. The charity will use this report to help distil best practice from comparable jurisdictions and inform their discussions with the UK government on improvements to the system there.
- One of our Europe-wide Signature Projects, 'Upholding the Rights of Refugees, Asylum Seekers and Stateless People', attempts to address the complex legal issues faced by these extremely vulnerable individuals. The project includes a number of individual initiatives, each developed in partnership with leading NGOs and intergovernmental organizations. The initiatives involve strategic litigation, provisions of comprehensive legal research, analysis and recommendations, support and training to build capacity of organizations working in the area and assistance with policy reform. This project was awarded PILNet's European Award for Partnership in the Public Interest for 2015 for the best project undertaken jointly between a non-governmental organization and a law firm in Europe.
- In the UK, we continue to focus on improving access to justice through the expansion of a network of legal clinics for individuals. New clinics that have commenced in 2015 include a clinic that assists deaf children and their families obtain the Disability Living Allowance in partnership with the National Deaf Children's Society, and a legal clinic working in partnership with Coram Children's Service to regularise children's immigration status. We also continue to develop our commitment to community

legal empowerment, by developing legal education modules on areas of law such as stop & search powers, phone scamming, neighbourhood housing disputes, and basic negotiation skills.

- We researched and drafted a report on gender discrimination in sentencing decisions in sexual and gender based violence (SGBV) cases in the Pacific. The report looks at over 900 cases of SGBV and the way in which discriminatory views influence the sentencing of the perpetrator. The report was released on international human rights day and presented the report at the Pacific Island Law Officer's Network in the Solomon Islands. We are also developing a training manual on medico-legal skills and knowledge in sexual violence cases. The training will be delivered across the Pacific to legal and health professionals to increase equality of access to justice for victims of sexual violence.
- In Australia we carry out substantial work to support Indigenous rights and access to justice. We are currently representing the parents of an Indigenous young man who died in custody in their son's coronial inquest and we recently worked with the Arts Law Centre to send two lawyers out to remote parts of Australia to advise indigenous artists on wills and copyright.

iii. International Development

- 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 2016 we are seconding a lawyer to Vanuatu to assist the Government with rebuilding the country after Cyclone Pam.
- We also continue to support the Timor-Leste Government. Since 2008 we have provided lawyers on a secondment basis to the Timorese Ministry of Finance, as well as providing advice on matters relating to business, finance, human rights and foreign affairs.
- We are building the capacity of NGOs in the Middle East by advising on administrative and governance matters pertaining to fundraising regulation. A 2015 roundtable explored practical implications for corporate and not-for-profit entities undertaking fund-raising activities in Dubai, and provided attendees with tips to assist in navigating the new laws in a way that would ensure compliance and minimize the risk of prosecution. A fundraising guide was developed and shared with NGOs such as UNICEF, UNHCR and SOS Children's Villages.

- We are advising International Medical Corps in the Middle East and Europe on the establishment of offices and jurisdiction specific labor laws to allow for IMC the set up and continuity of IMC operations and refugee relief work efforts.
- We are advising Advocates for International Development on legal obligations relating to the Sustainable Development Goals.
- Through New Perimeter, we worked with Canadian NGO Women Lawyers Joining Hands (WLJH) and the Nepal Bar Association to provide continuing legal education to female lawyers in Kathmandu. The partnership is part of a broader initiative developed by WLJH to support female lawyers in Nepal by providing mentorship, ongoing training and financial support to increase their skills and opportunities for advancement particularly in the corporate commercial field. In 2015 a team of lawyers worked with female Nepali lawyers as part of a six-day preliminary workshop on legal ethics, business ethics, and corporate and commercial law.



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 provide advice and support to our clients – both in managing their own environmental impacts and assessing and responding to climate-related risks and opportunities. In the past 12 months the firm has made an increasingly active contribution to international climate policy discussions and the development of and 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.

DLA Piper was the only law firm to join the heads of major multinationals from Brazil, China, Europe, India and the United States in supporting the World Economic Forum Climate Leaders Statement urging world leaders to reach an ambitious climate deal in Paris.

In an open message, 78 CEO climate leaders – a cross-sectoral coalition that included banking, manufacturing, construction and energy companies – extended “an open offer” to governments to co-design climate solutions.

The businesses collectively represent \$2.06 trillion in revenue, equivalent to India’s GDP. Importantly, many of them lead companies from outside of the OECD group of developed nations and pledge support for developing countries to adapt to a warmer world.

We were also the only law firm to sign the Paris Statement, convened by COP21 host-nation France at the successful conclusion of the 2015 UNFCCC Conference.

1. WITHIN THE LEGAL SECTOR

DLA Piper has maintained a leadership role within the legal sector on addressing environmental issues. We founded the Legal Sustainability Alliance (LSA), an inclusive movement of over 300 law firms committed to working collaboratively to take action on climate change.

This leading example of corporate collaboration on climate change is firmly established in the UK and Australia and in the US through our partner organisation the Law Firm Sustainability Network.

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 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 2015 we significantly surpassed our three-year reduction targets (see performance data below) and our Global Board endorsed new 2018 targets for our key impact areas (also detailed below). We were re-examined and certified to ISO 14001, the international standard for environmental management, which we have now held for eight years. We are one of very few global law firms to achieve worldwide certification to the standard.

A 25% global reduction in energy consumption over six years would be a hugely significant achievement for the firm and would position DLA Piper as a leader in our sector. Although some law firms have been successful in reducing energy consumption in certain office locations (predominantly the UK), few have established management systems and performance targets across a global footprint.

Energy reduction opportunities are finite and many of the “quick wins” have already been achieved. The firm has made significant energy reductions at offices where energy consumption has been well managed and measured. Major efficiency gains have stemmed from a targeted approach to identifying reduction opportunities through improved building management systems and investment in efficient technology (largely lighting).

OUR ENVIRONMENTAL FOOTPRINT – KEY GOALS

	ACHIEVEMENTS 2015	TARGETS 2016
Travel	28% increase in the number of Telepresence/video conferences between 2013-2015.	Further increase the firm’s use of IT communications systems as an alternative to travel. Implement a new carbon offsetting programme to offset all air-travel emissions.
Energy	Reduced energy consumption by 15%. Increased green energy procurement to 24 offices (where green energy is available).	Further reduce energy consumption in line with new 3-year target of an additional 10% reduction by 2018 (total reduction of 25% on 2012 levels). Increase number of offices using green energy on a year on year basis.
Waste	Reduced use of paper by 13% from 2012. Carried out recycling of: <ul style="list-style-type: none"> ■ Paper in 99% of our offices +2% on 2014. ■ cartridges in 96% of our offices = 2014 level. ■ Plastic & glass bottles in 94% of our offices +1% on 2014. ■ Cardboard 94% of our offices = 2014 level. 	Further reduce paper consumption in line with new 3-year target of an additional 7% reduction by 2018 (total reduction of 20% on 2012 levels). Increase the level of recycling taking place across our global offices.
Procurement	Supplier Portal now captures performance data from key strategic suppliers enabling us to collate detailed and consistent information on sustainability performance.	Appraise suppliers’ sustainability performance and identify key areas for engagement and improvement. Proactively consult with key suppliers on sustainability metrics. 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. Our Sustainable Procurement Policy and further roll-out of our Supplier Portal 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 minimising environmentally detrimental practices and encouraging a move towards more sustainable practices. DLA Piper will be undertaking extensive direct engagement with suppliers on our shared opportunities for improvement in this area throughout 2016.

4. THROUGH OUR ADVICE TO CLIENTS

We advise our clients on all environmental aspects of their business, from climate change obligations, carbon trading and regulation to renewable energy projects and strategic environmental planning.

We play a significant role in the renewable energy market, advising companies and investors on key growth markets including hydro, energy-from-waste, solar, on and off-shore wind, biomass and biofuels.

DLA Piper is also a leader in understanding and advising on legal liability and the legal risks associated with the impacts of climate change to maximise risk resilience and preparedness.

Following the Paris Agreement the management of climate legal risk will increasingly be a factor in business decision making and leading clients will need to consider the implications across project finance and infrastructure development. Regulatory obligations in relation to corporate management of environmental impacts will continue to increase, particularly at a regional and national level in the short term.

THE FOLLOWING 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. The facility is expected to become operational by the end of 2016 and will provide enough power to supply 35,000 homes a year and will also supply heat to an adjacent industrial wood-drying facility.
- DLA Piper has continued to advise on 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.
- Our US firm supports 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.

5. THROUGH OUR PRO BONO PROJECTS

Our global pro bono work focuses on priority environmental issues such as climate change, deforestation and wildlife conservation.

Over the last year, DLA Piper has been closely involved with the UNFCCC negotiations. We advised the Permanent Mission to the Republic of the Maldives on issues pertaining to climate change and small island states in the lead up to COP21. DLA Piper's global team also advised East Timor at the COP21 negotiations.

We have also advised the corporate policy and advocacy group Business for Social Responsibility on the UNFCCC negotiation texts and co-drafted a report calling for a robust international agreement to accelerate the transition to a low carbon economy

DLA Piper continued to provide on-going assistance to Georgia's Ministry of Environment and Natural Resources Protection to support their participation at the negotiations. As part of this work, 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. Our support focuses on issues surrounding the Green Climate Fund, climate finance, Nationally Appropriate Mitigation Actions, Low Emission Development Strategies, national communications and developing country commitments.

DLA Piper is partnering with the Royal Foundation of the Duke and Duchess of Cambridge and Prince Harry on behalf of the United for Wildlife partnership to help tackle the illegal wildlife trade. Although 179 countries are party to the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), the illegal trade in wildlife has continued to proliferate to the point where it is the third largest illegal business behind only drugs and weapons. Over the last two years over 100 lawyers from 22 DLA Piper offices around the world have worked to produce research reports that provide an overview of the legal frameworks surrounding wildlife trade in 26 jurisdictions. Each country report gives an overview of principal legislation

on trade in wildlife, including criminal penalties; reviews ancillary legislation such as anti-corruption legislation that can be used to prosecute; assesses the local judicial process and capacity to enforce; and concludes with recommendations for improvement.

The next phase of work will involve offering concentrated assistance to a number of priority jurisdictions in Africa and Asia to assist them in strengthening and enforcing legislation.

DLA Piper is also involved in the United for Wildlife Transport Industry Taskforce, chaired by Rt. Hon William Hague MP, focusing specifically on the role of the transport industry in the illegal wildlife trade. Our London Maritime practice is supporting this work, both representing the firm on the Taskforce and providing legal advice and research support.

In addition, a lawyer from our Shanghai office has been seconded to assist the Asian Development Bank, a partner of United for Wildlife, with their work on the illegal wildlife trade in Vietnam and Cambodia.

In the UK DLA Piper was a lead contributor to a report launched at the Houses of Parliament in 2015, summarizing the effectiveness of key climate change legislation and policy.



IV. WORKING AGAINST CORRUPTION

ANTI-CORRUPTION PRINCIPLE

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

DLA Piper adheres 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 regularly host events for our clients and other stakeholders outlining and promoting best practice on this subject.

Our global anti-bribery and corruption policy states the following:

“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.

Our Whistleblowing Policy and associated procedures 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

Corporate Responsibility

www.dlapiper.com/global/corporate_responsibility

Diversity

www.dlapiperdiversity.com

Environmental Sustainability

www.dlapiper.com/global/corporate_responsibility/environmental_sustainability/

New Perimeter

www.newperimeter.org

Pro Bono

www.dlapiperprobono.com

UNICEF child justice partnership

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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