



Corporate
Responsibility
2015/16
Annual Review



Our firm

As a leading international law firm working with 21 offices across Europe, Asia and the Middle East, we use a combination of local lawyers with demonstrable local knowledge and fully integrated teams acting together globally to carefully build our international presence. We focus on key sectors: asset management & investment funds, financial institutions, life sciences and technology, media & telecommunications (TMT). We also focus on the energy & infrastructure market, in particular through our international projects and construction teams. We have a track record for innovation and delivering value to clients through new ways of working. 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.

21
locations
worldwide

1,900
employees

Winner:
The International
CSR Excellence
Awards 2016
(Young Talent Programme)



Highly Commended:
'Dispute Resolution Team
of the Year' (pro bono work)
African Legal Awards 2015



Pro Bono

International Trade Mark Association (INTA) Volunteer Service Award for Pro Bono	Increase in pro bono work in the UK to 34 hours per fee earner	14,000+ internationally recorded pro bono hours in 2015/16
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Shortlisted:

CSR Programme of the Year (disability benefits work) Legal Business Awards 2016	Best International Firm for Pro Bono Work Women in Business Law Awards 2016	'2016 Diverse Company Award' Excellence in Diversity Awards	'The Enterprise and Employment Award' (Young Talent Programme) The Lord Mayor's Dragon Awards 2016
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Welcome from our Senior Partner

Welcome to our 2015/16 corporate responsibility (CR) review which reports our continued commitment to corporate responsibility initiatives across the firm.

Regular readers of our review will know that we take seriously our responsibilities to our clients, our colleagues, our suppliers and the local communities in which we do business: CR is embedded in our firmwide business objectives, and we are proud of the impact it has on our culture and our values.

Everyone in the firm has an important part to play in implementing and progressing our CR strategy, so I am very pleased not only to report an increased level of engagement and collaboration across a number of initiatives, but also the extent to which some have become part of our everyday business processes.

Widening CR participation from many members of the firm often means challenging calls on personal time alongside business demands, and I am very pleased that this annual review provides an opportunity for me as Senior Partner to share the significant achievements and inspiring undertakings of my colleagues, much of which goes on under the radar and with no thought of being singled out for recognition.

Our CR strategy is focused on 'access' and I would like to highlight some of our important achievements this year:

- we are very proud to rank in the Stonewall Top Global Employers list for the first time this year. In the year ahead we commit to extending further the international reach of our LGBT inclusion initiatives. Life remains challenging for LGBT identifying people in some parts of the world – as recent developments in Singapore show – and we want to create an environment in which all colleagues can be themselves at work.
- we are very pleased with the extremely positive response to, early impact of and widespread engagement in our new Access to Justice programme and look to continued development and opportunities for collaboration with our clients on individual casework.
- we are hugely encouraged to have been ranked in The Times Top 50 Employers for Women for the fourth consecutive year. We want to be an employer of choice for all and we will continue to look for ways to progress our gender balance objectives and ensure that women are proportionately represented at all levels of the firm, and particularly within the partnership.

- our award winning Young Talent Programme continues to grow and there are now 62 students enrolled onto the scheme. In the year ahead we will seek to further collaborate with Frederick Bremer School and with our clients and suppliers to work with the students as they shape their future career paths.
- we have continued to promote the firm's environmental programme to reduce environmental impacts and many colleagues have taken on environmental champion roles. Over the next year, our firm will continue to support the UN Global Compact.

Many thanks again to everyone who has contributed to our CR programme and congratulations to everyone who has contributed to the work now captured in this review.



Colin Passmore
Senior Partner



Corporate responsibility

Corporate responsibility is an integral part of our firm's culture, aligned to our firm values and essential to the way in which we do business. We monitor our improvement and impact within our workplace and across the local communities in which we work, specifically focusing on the theme of access across our five key strands:

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 are committed to upholding the ten UN Global Compact principles in the areas of human rights, labour, the environment and anti-corruption and incorporating them in to our policies, operations and culture to consistently ensure we are operating to the highest ethical standards.

We seek continuous improvement and increased participation in our CR programme across our network and engage our clients and our suppliers to collaborate in our community projects to strengthen our overall impact.



Pro bono

In 2015/16, our UK pro bono programme focused on Access to Justice and the individual casework we do in the area of disability benefits appeals. Our response to a desperate need from the most vulnerable members of our society is measure of our commitment, and we were delighted to welcome social welfare lawyer Diane Sechi to the firm in May 2015 to oversee and develop this stream of work.

Internationally we have seen a similar enthusiasm for supporting individuals' access to justice among lawyers around our network, more details of which are set out in the section on our communities.

We are proud to have supported the achievement of the Paris Agreement in December 2015 through our pro bono support for the Legal Response Initiative, which assists Least Developed Countries and NGOs in international climate change negotiations. Lawyers from the firm attended the conference as liaison officers.



Our communities

We take our responsibilities to engage with and support individuals in our local communities seriously, and try to share with them our time, knowledge, experience and expertise.

Access to work experience and opportunities

We are committed to a number of innovative and sustainable community projects that provide fair and equal opportunities to assist young people in education to develop their skills and realise their aspirations, helping to prepare them for the world of work.

Young Talent Programme

Our ambitious and award-winning secondary school programme with Frederick Bremer School in Walthamstow, London continues to develop with increased volunteer participation across the firm.

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 our firm, in collaboration with the school, selects a group of twelve Year 10 students to be part of the programme, which spans a seven year commitment of support for each cohort of students while they are at school, college and university or at work, with each cohort returning 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 April 2016 there are 62 students enrolled on to the programme, all of whom have completed one week of work experience at the firm. 37 students have also completed a week's paid summer internship. Two Year 13 students were awarded the Simmons & Simmons bursary in September 2015 to assist them through university, and two more students (from the second cohort) will be awarded the bursary this year.

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





Supporting young people in Bristol

Our Bristol office works with Envision on the annual city-wide Community Apprentice programme. Simmons & Simmons volunteers support a team of local students from disadvantaged backgrounds who develop community-focused projects over twelve months before being assessed by the Mayor of Bristol. The Bristol office has also introduced a weekly reading scheme with Kingfisher Primary School to support students with lower reading abilities.

Paris Science & Literature initiative

Our Paris office continues to support Paris Science and Literature (PSL) initiative. The firm's Charitable Foundation has provided ongoing funding for three students who are enrolled into the initiative's scholarship scheme, to help with accommodation and study expenses. At the end of the three year scheme, which is conducted in collaboration with the prestigious Lycée Henri-IV, the students receive a diploma qualification which provides entry to the grandes écoles (elite professional schools) in France.

Lawyers in Schools

We continue to support the delivery of the Lawyers in Schools programme to students at Saint Saviour's and Saint Olave's Schools in Southwark, London. Volunteers lead small groups in interactive sessions on various aspects of the law such as including Social Media and the Law, Intellectual Property, Family Law and Consumer Law. The resources provided by Lawyers in Schools are designed to foster debate and discussion, as well as to encourage critical thinking from the students so as 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.

Moreland Reading Scheme

Volunteers continue to participate in our longest running social inclusion scheme working with Moreland Primary School in Islington. Each week a group of volunteers attends to support 10 and 11 year old students to improve their reading ability. In July, we invited the students to visit our London office for the annual end of term summer celebration and an afternoon of arts and crafts with volunteers from the programme.

The Big Issue Foundation

For the eighth year running the firm has participated in the Big Issue Vendor Development Programme, which sees a Big Issue vendor join our firm for a six month placement at our London office, selling the Big Issue magazine and undertaking a personalised work shadowing programme. The firm's Charitable Foundation also provided funding to allow the Big Issue Foundation to increase the scope of the Vendor Development Programme, allowing a greater number of vendors to participate. The firm continues to support the Big Issue Foundation with operational, corporate legal advice.



Foundation for Refugee Students UAF

Our Amsterdam office is the first and only law firm in the Netherlands to support the Foundation for Refugee Students UAF, the oldest refugee organisation in the Netherlands. UAF supports refugees with grants and loans, advises on their choice of study and guides them during their studies and in finding suitable employment. In the initial phase, UAF helps them while they learn the language and develop learning skills. Four of our lawyers fulfill the role of personal mentor for a number of students. The firm also hosts and organises an annual in-house training event on behalf of UAF students who are studying law.

Access to Justice for individuals

United Kingdom

Simmons & Simmons launched its Access to Justice programme in the UK in May 2015, as part of its commitments under the broader Collaborative Plan for Pro Bono in the UK, a collaboration of 30 leading UK law firms to promote access to justice for low income individuals. Under the programme, a social welfare lawyer is employed to oversee the work of Simmons & Simmons lawyers from London and Bristol, working on welfare benefit appeals at the First Tier Tribunal; an area of law removed from legal aid funding scope by the Legal Aid Punishment of Offenders Act 2012.

Through the scheme, more than 30 of the firm's lawyers have undertaken bespoke training in the area of welfare benefits law through charity Pro Bono Community. Building on past work for RNIB and the Alzheimer's Society, and to assist the most vulnerable clients, the firm specialises in the area of disability benefits law. We take referrals from front line agencies including South West London Law Centre, Disability Rights UK, Cardinal Hulme, Z2K, Dascas and Brixton Advice Centre. In the first year of the programme's operation, the firm took on 42 welfare benefits cases with 35 cases completed. As at April 2016, the significant majority of completed cases had been successful or were going on to further appeal.

You can watch a video case study of our work [here](#)

The firm continues to run its Monday evening clinic at the Battersea Legal Advice Centre, assisting clients in areas such as debt, housing and employment, who would not otherwise be eligible for legal aid. We also support Law for Forces at the QMU Legal Advice Centre, assisting current and ex armed services members who are not otherwise eligible for legal assistance and we work with the Prisoner's Advice Service, helping with legal advice to prisoners on a range of issues, primarily those stemming from their incarceration.

Germany

Our Frankfurt, Düsseldorf and Munich offices are working with Law & Legal one of the first German legal advice clinics established in Tübingen, with branches at the universities of Heidelberg, Bayreuth, Berlin and Frankfurt. Law & Legal is staffed by law students and trainee lawyers (Rechtsreferendare) and provides pro bono advice for

students, refugees, charities and non-profit associations. Simmons & Simmons lawyers support the members of Law & Legal by reviewing their research and advice.

The Düsseldorf office is also working with Herzwirk, a project of the local branch of the Red Cross in Düsseldorf which takes care of elderly recipients of social welfare subject to old age poverty. The project addresses areas specific financial need, such as medical treatments, of bedding, and puts on social events for older welfare recipients. Our advice has included matters such as the lawfulness of an emergency incident during which the door of an elderly woman was torn down by the fire brigade.

The Netherlands

Our Amsterdam office supports Ondersteuning Slachtoffers Mensenhandel (the OSM Project) of the Dutch Red Cross (Department of Utrecht) which provides (practical) legal support to non-Dutch victims of human trafficking. Victims of human trafficking who receive special residency status in the Netherlands are supported by volunteers from the OSM Project throughout the investigation and prosecution of the human trafficker. In essence, OSM volunteers form the pivot between clients, lawyers and social workers. Support ranges from help with identity papers and other legal documentation, or translation and clarification of letters from government agencies, to drafting reports on human rights situation in individuals' country of origin, or help tracing family members.

Hong Kong

Our Hong Kong office continues to closely support Sunshine Action Group to provide financial aid and material support to the poorest areas and people of Hong Kong. We have held several events this past year with all proceeds going to Sunshine Action, including the annual bake sale, regular "wear your jeans to work" days and a Christmas charity lunch.

The Arts

The firm has a dedicated and passionate pro bono practice supporting the Arts community. The firm continues to support the QMU Legal Advice Centre Law for the Arts programme, where lawyers from the firm supervise Queen Mary University lawyers in providing advice to young artists in designers with their IP related issues, as well as providing a rota on lawyers to the monthly IP Clinic 'Own It'. In the UK, the firm also provides advice to the Frieze Art Fair, the London Mozart Players, English National Ballet, English National Opera and the Centre for Recent Drawing. Our office in the Netherlands supports Koninklijk Concertgebouw, the Arquetopia Foundation for Development and De Clinic, a law clinic run by students of Amsterdam universities providing free of charge legal advice to private individuals and start up enterprises in the fields of technology, media and telecommunications.

Our workplace

We are committed to providing our people with a safe, fair and inclusive work environment. We engage with our employees through many channels including our Works Council in Amsterdam and our Employee Discussion Groups in London. In developing our inclusive and collegiate workplace culture in which equal opportunities are genuinely available to all, we continue to strive for continuous improvement.

Workplace diversity

Our commitment to Principle 6 of the UN Global Compact (to eliminate discrimination in respect of employment and occupation) underpins the complete cycle of all our employees and we are proud supporters of Opportunity Now and Race for Opportunity, Stonewall, Working Families, OUT Leadership, and the Timewise Foundation.

Gender balance

We are making good progress in our commitment to improve gender balance and diversity across the firm and to ensure that women are proportionately represented at all levels and particularly within the partnership. As a priority business issue for the firm, we continue to embed gender balance in to our everyday processes 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.

Over the past year we have continued to consult with our colleagues via the gender balance steering committee, associate committee and our women's network, The Number One Club. In 2016, we hosted our first firmwide female partner conference. We are encouraged by our progress but we still have much more to do to ensure that women are proportionately represented at all levels of the firm.

"I am very pleased with the progress we have made to extend the firm's supportive approach to LGBT equality to partners and colleagues in our Asia offices. This year we have developed our Asia Allies network and look forward to continued progress in the coming months".
Paul Li, Co-Chair, Asia Allies

mons

"We want to be an employer of choice for women and men and we know that improved gender balance across the firm and particularly within the partnership, will improve our business. We are committed to achieving better gender balance, to continue to provide access to equal opportunities and career progression and to support our colleagues to manage their own work-life balance so that we can maintain the high quality service that we deliver to our clients."

Jeremy Hoyland, Managing Partner



& Simmons



Flexible working

We want to be an employer of choice for lawyers and support staff, to recruit and retain the very best talent, to deliver high quality service to our clients operating across time zones, and this means responding to the needs of our people and their desire to work more flexibly. We therefore take a proactive approach to flexible working and actively encourage both formal and informal flexible working arrangements. Externally, we are the first international law firm to implement flexible hiring across all roles and we continue to partner with Timewise, a recruitment agency specialising in part-time jobs.

Diversity & inclusion initiatives

From a pro bono perspective, we seek to support charities which support the firm's strong CR commitment to diversity, including Schools Out, Future First, Women for Women International, VInspired, the Chinese La La Alliance and Gingerbread. Similarly the firm supports with pro bono legal advice disability and medical related charities including Alzheimer's Research and the Alzheimer's Society, Anthony Nolan Trust, Caritas Anchor House, London's Air Ambulance, Macmillan, NSPCC, RNIB, tender; Medair operations and the Shaukat Khanum Memorial Cancer Hospitals & Research Centre (UAE), Apoyo Positivo (Madrid) and Fondation Maladies Rares (Paris).

You can watch a video about our work for London's Air Ambulance

Our eDiscovery Solutions team based in London recently engaged with Specialisterne, an organisation helping adults with autism to secure employment. To date, candidates have attended two trial days at our London office, undertaking various paralegal tasks. Our longer-term aim is to recruit Specialisterne candidates onto our document review projects; to meet the needs of our business and to assist to bridge the sizeable gap of autistic adults in employment.

In February, the firm's LGBT Network and Graduate Recruitment team hosted our fourth 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.

Simmons & Simmons Germany continues to support Charta der Vielfalt (Diversity Charter) and Pride 175, well-known associations which campaign for a culture of recognition, appreciation and integration of diverse workforces in German businesses. Our Düsseldorf office participated in PANDA, the first career contest and networking event for female lawyers in Germany and series of diversity events has been organised for 2016 in collaboration with Völklinger Kreis, the German association of gay executives.

This year our Amsterdam office has supported the Dutch foundation Stitching Forward, a foundation with the objective to promote LGBT acceptance, acknowledgement and visibility within the Dutch legal profession. A partner in Amsterdam supports the foundation as a Supervisory Director on a pro bono basis and the team has provided an annual donation to support the organisation.

Art collection

We have been collecting contemporary art for 30 years, by buying significant works from emerging artists working in the communities in which we do. By welcoming less established artists into the collection, we provide support at close to grass roots level, whilst also creating a workplace full of cutting edge, and sometimes challenging, contemporary local art works.

"We are very fortunate to be able to enjoy every day our collection of over 450 works of contemporary art, lovingly put together by former partner Stuart Evans. We've also welcomed thousands of people through our doors to share it – clients, university and community groups and art students from Frederick Bremer School." David Stone, Art Partner

Staff networks

The Number One Club

The Number One Club (TNOC), the firm's women's network has had another successful year offering both an internal focus ("Looking After Number One") events, to which men and women are invited, and external ("Plus One Events") which are aimed at the firm's female clients (and to which men and women from the firm are invited). TNOC's internal events are intended to support the retention and progression of women in the firm and ensure gender remains on the agenda. This year's internal events have included a very popular wellness series and various TED talk screenings. The external events have included a talk by Nicola Horlick, an evening with Emma Young (the author of Sane), and evenings at the ballet and the theatre for senior women contacts within our priority sectors.

This year has also seen the launch of the TNOC trainee committee. The members assist with organising TNOC events and also organise their own events, including a very successful evening at the National Portrait Gallery to which trainees currently on secondment invited female contacts from the organisations at which they were working. TNOC has also become a member of TNON (Gender) – The Network of Networks. TNON brings together women's networks from across London from all sectors, to share know how and learnings, with the aim of coordinating efforts and objectives of all the member networks.

LGBT Network

“Internationalisation” has been the theme for the LGBT Network this year. The firm’s new International LGBT Network saw membership increase across the global offices. We were also proud to contribute, along with the Straight Allies Network, to the firm’s recognition as one of only eleven Stonewall Top Global Employers. The network has continued to help raise awareness of LGBT issues within and without the firm, has provided peer support to members, as well as mentoring for junior LGBT staff and “reverse” mentoring for senior Straight Allies. The network also contributes to firm policy on LGBT issues, and provides formal feedback on firm-wide LGBT initiatives. The network is also pleased to help mentor a number of other organisations on LGBT issues.

“Seven years as the top law firm in Stonewall’s UK Workplace Equality Index hasn’t blunted our passion for equality – this year we stepped up a notch, and took LGBT inclusion global, with our recognition as a Stonewall Top Global Employer. I’m proud to work at a firm that offers equal benefits to LGBT partners and staff around the world, regardless of local law requirements.” K Lesli Ligorner, Co-Chair, International LGBT Network

Straight Allies Network

It has been a busy year for the Straight Allies Network, with a focus on expanding its reach into offices around the firm and a continued focus on raising external awareness and working alongside the LGBT Network to support and maintain our ‘Stonewall Star Performer’ status. Network members participated in various events, panel discussions and conferences, including the Thomson Reuters Pride at Work Panel, the Stonewall Workplace Conference and the Interlaw Winter Carnival and the firm’s own LGBT in the City event. It also organised a film screening co-hosted by Bank of America Merrill Lynch and members of the network took part in the annual Brighton Equality Walk to raise money for Stonewall to send LGBT role models into schools.

Multicultural Network

The Simmons & Simmons Multicultural Network was created in 2016 to provide a support platform to celebrate and discuss ethnicity in the workplace to promote greater ethnic diversity within all roles at the firm, tying in with the firm’s overall diversity and inclusion strategy. The network will formally launch in an event scheduled for later in 2016.

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.

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 Art Network now has over 150 members around the world, 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 as tour guides, which has allowed us to increase the number of tours given to groups from outside the firm. Members of the Art Network curated two temporary exhibitions in our London office in 2015 and 2016: Piercing the Veil and Multiple Choices 2016. The Art Network was pleased to co-host an event with the Jewish Network during 2015 (details below) and has also co-hosted events with The Number One Club, and a joint event with the Deutsche Bank staff art network.

“Curating the Multiple Choices exhibition was a unique opportunity to work with art by household names and much-loved institutions and was one of the most rewarding things I have done in a long time.” Michael O’Donoghue, Art Network Member

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.

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. In 2015, the network was pleased to co-host an event with the Art Network, a visit to the “Out of Chaos – Ben Uri: 100 Years in London” exhibition at Somerset House.

Christian Network

The Christian Network meets regularly to study the Bible together, primarily by attending The Moorgate Talks at lunchtime each Wednesday. The network also held three ‘Christianity Explored’ courses, with attendees drawn from the firm and neighbouring law firms, banks and corporations; hosted a series of events on other topics; and attended external events organised by The Lawyers’ Christian Fellowship. The network also organises the firm’s carol service at St Margaret Lothbury; at the end of 2015 many colleagues (and alumni) sang carols, listened to the Simmons & Simmons choir and heard the Christmas story read and explained. The network remains grateful to Rev. Jeremy Crossley for his partnership in this annual event.

Our environment

We continue to 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 supply chain.

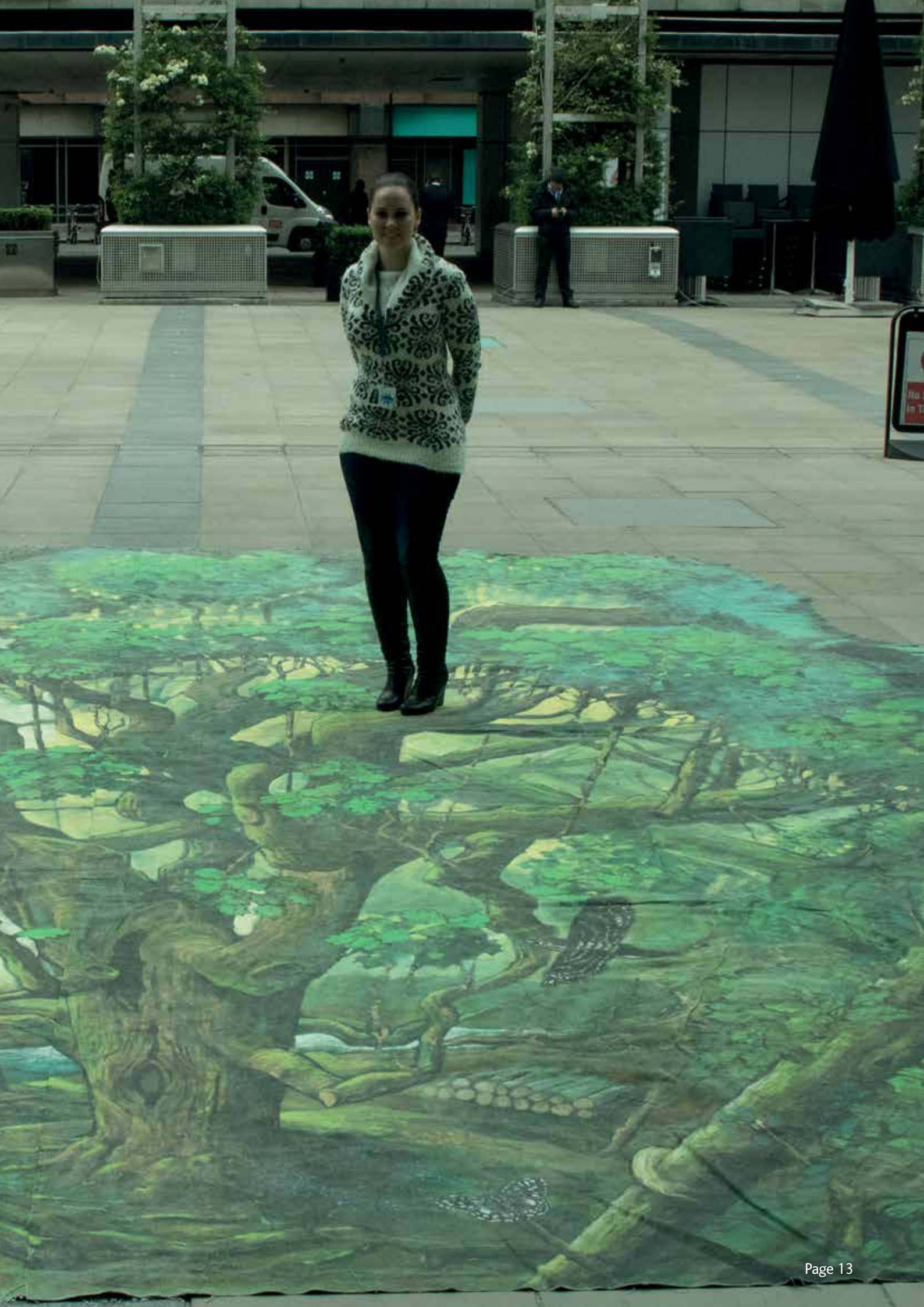
Climate Change

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

Legal Response Initiative

December 2015 saw the landmark 'Paris Agreement' at the UN Climate Change Negotiations, the first time all countries have committed to reducing their carbon emissions by way of international agreement. Crucial to reaching this Agreement was the work of the Legal Response Initiative (LRI), which provides pro bono legal support to the least developed and climate vulnerable countries in the UN Climate Change negotiations. The firm has supported the LRI since 2009 when it was founded in the lead up to the Copenhagen Conference. It works through a network of lawyers in different jurisdictions who give hands-on assistance during meetings, draft legal opinions and build the capacity of lawyers and negotiators from developing countries. Several of the firm's lawyers and trainees worked in the Situation Room throughout the year in the lead up to the Paris Conference, and particularly in the final two weeks, advising on several dozen legal queries regarding the text of the Agreement from the least developed and climate vulnerable countries. The LRI had 10 advisors assisting on the ground in Paris, two of whom were lawyers from Simmons & Simmons.





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. Our work in 2015 included supporting PURE Leapfrog with Energy Local contract set up for new energy pooling platform, the UK's first energy pooling platform for communities in the UK.

Carbon offset projects

This year we have chosen three technology projects, in Sudan, Turkey and the Democratic Republic of Congo to offset our carbon emissions; all of which have environmental and social benefits.

Low smoke cook-stove project, Sudan. (VCS + Gold Standard)

This is a UN award winning project that addresses climate change, health, female emancipation and a range of social issues in Sudan. The largest killer of women and children in the developing world is respiratory disease, heavily influenced by indoor air pollution from cooking over wood, charcoal and dung. This project reduces emissions by introducing efficient stoves and modern fuels. The co-benefits can be transformative in terms of health, social and female emancipation.

REDD+ forestry conservation, Democratic Republic of Congo (VCS + CCB)

This innovative project aims to prevent logging of the DRC's biodiversity rich rainforests around the banks of Lake Mai Ndombe in West Congo. The local community of 50,000 Congolese villagers receive direct benefits from the project. For example, jobs, schools, health clinics, improved food security through better agronomy and restoration of native fish stocks in Lake Mai Ndombe, and capacity building of local NGOs and community based organizations. It is the first REDD+ project in DRC.

Run of river hydroelectricity, Turkey (VCS + SOCIALCARBON)

This 20MW hydropower project generates clean energy from the natural flow of the Cakit River, Turkey. The project developer has gone far beyond what is required through its investment in managing the river, planting trees and engaging with the community. As a result this project was the first to gain the SOCIALCARBON® standard in Turkey.





Carbon Neutral +

Simmons & Simmons has been committed to neutralising our carbon footprint annually since 2006.

This year we purchased VCS certified carbon credits through our CR partner, PURE Leapfrog, to offset 12,587 tonnes of Carbon Dioxide equivalent produced by our global network of offices.

This is an increase of less than a quarter of a percent on last year's absolute figures, but is a reduction of 2% per employee.

It is a 16% reduction on the baseline set in 2007/08.

Annual global carbon emissions (tonnes of CO₂e)

2007/08	15,004
2008/09	13,477
2009/10	13,028
2010/11	11,248
2011/12	11,698
2012/13	10,216
2013/14	12,559



The + in Carbon Neutral

As part of our innovative arrangement with PURE Leapfrog, we have also used funds from our Carbon Neutral + programme to support a UK based homeless charity, providing accommodation and support services to young people in Birmingham.

Pure Leapfrog is developing an energy efficiency and renewable energy programme that will support the charity to reduce its energy and carbon footprint by installing measures and training staff, thereby saving them tens of thousands of pounds.

"Williams Lea Tag understands the importance of working together to embed sustainability into Simmons & Simmons' global supply chain. Collegiality and cooperation underpin our efforts to reduce waste and seek environmentally sound solutions to day-to-day requirements. A great example of this is the CR roundtable event that the firm hosts annually for key suppliers." Christy Farrer, Director, Williams Lea

Our business

We are committed to conducting responsible business practices across the firm at all times. This applies to our clients, employees and suppliers and is aligned to 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, including in relation to anti-money laundering, anti-bribery and corruption. In line with our obligations to the UN Global Compact and UN Guiding Principles on Business and Human Rights, 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.

In particular, our Ethics policy clearly communicates to partners, employees, clients and suppliers what constitutes appropriate and acceptable conduct. This is reinforced by the firm's "open door" culture, as well as an anonymous whistleblowing service which ensures 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 we extended our CR supplier programme to suppliers of our legal services, barristers' chambers, whom we invited to join a roundtable discussion focused on LGBT inclusivity across the legal sector.

The firm has also hosted events, and published information, guiding on the application to commercial organisations of section 54 of the UK Modern Slavery Act 2015, which requires large businesses to publish an annual statement of the steps they took to ensure that no slavery or human trafficking occurred in any part of their business or supply chains.

Human rights and international development

In keeping with the firm's Pro Bono Strategy to support UN Sustainable Development Goal 16, and our support of the UN Guiding Principles on Business and Human Rights (Ruggie Principles), the firm supports charities and NGOs which advance international human rights and international development, as well as supporting a pro bono human rights practice. In November 2015, in the lead up to the Law Society's Human Rights Week, the firm presented on the application of the Ruggie Principles to corporations: A copy of this training is available [here](#) via elexica, the firm's online legal resource.

In 2015/16 the firm seconded a trainee solicitor for six months to Global Witness to work in the area of defamation law, supporting the important work which Global Witness undertakes encouraging transparency in the natural resources sector.

We also provide considerable ongoing support to microfinance and development related charities, thus making a contribution to the development of the societies in which we operate in growth markets including Africa, East Asia and South East Asia. These include Oxfam UK and Oxfam Hong Kong, the British Red Cross and International Federation of the Red Cross, Yayasan Nusantara in Indonesia, Five Talents, Microloan Foundation, FINCA International and Social Finance UK.

Our Paris office is in discussion with the Africa Group of AFIC (French venture capital association) and Grant Thornton on the design, implementation and possible support through the Foundation, of a free training program on private equity, devised for African entrepreneurs.

Global Alliance for Legal Aid (GALA)

Acting for pro bono client Global Alliance for Legal Aid (GALA), the firm released a significant international report into a pyramid scheme in Uganda which operated in 2006/2007.

The report details the firm's investigation into the fraudulent scheme that has left thousands of poor people in Uganda in financial hardship. Even some seven or eight years after the fraud was uncovered, the impact is severe as victims are pursued by creditors from whom they borrowed funds to invest in the scheme. Some victims were imprisoned for failure to pay their debts, others committed suicide. Many still suffer financially as a consequence of losing their savings. There is no generally applicable consumer protection in Uganda and attempts at helping victims of the fraud have so far been unsuccessful. Members of our team travelled to Uganda with the client, interviewing almost 50 victims of the fraud. The report will be used by our client GALA (who came to us via A4ID) to campaign for a compensation fund and debt relief for the victims of the fraudulent scheme. Simmons & Simmons will continue to be involved and support GALA's campaign and will also continue to identify any legal actions for obtaining compensation or preventing similar frauds from occurring in the future.


A video case study on our work is available [here](#)

Progress in 2015/16

Focus	Target	Progress	Outcomes	
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	<p>62 students are enrolled onto the Young Talent Programme</p> <p>The second Young Talent Programme bursaries have been awarded to two Year 13 students effective September 2016 to assist them through university. A total of four students are now recipients of the Simmons & Simmons bursary</p> <p>We have continued to strengthen and embed our relationship with Frederick Bremer School and have collaborated with our clients and suppliers to support the students in shaping their future career paths</p>	
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	<p>Part time social welfare lawyer to lead individual casework stream</p> <p>Train 20 or more lawyers with Pro Bono Community so they can work on individual social welfare cases</p>	<p>Social welfare lawyer employed – leads on Access to Justice programme, UK Collaborative Plan involvement and welfare benefits taskforce</p> <p>Training for 22 lawyers (in 2015, and 12 in 2014) continues via social welfare lawyer. A growing body of knowledge in welfare benefit law now shared and disseminated</p> <p>42 cases opened; 35 concluded, involving the work and support of more than 18 partners and 30 associates and trainees</p> <p>Achieved £90,000+ in backdated benefit awards for vulnerable individuals (excluding advance awards)</p>	
	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	<p>We have taken on ten client partnering projects with four financial institution clients in the past year (in UK, Singapore, UAE, Germany and Kenya)</p> <p>Lawyers from a major financial institution client joined our Battersea legal Advice Centre rota</p>	
	To support sustainable ways to alleviate poverty, consistent with the Draft UN Sustainable Development Goal 16, and in particular:	<p>Promote the rule of law at the national and international levels and ensure equal access to justice for all</p> <p>Substantially reduce corruption and bribery in all their forms</p> <p>Develop effective, accountable and transparent institutions at all levels</p>	<p>6 month trainee secondment to Global Witness to assist the organisation with anti-corruption work in developing countries</p> <p>S&S lawyers were liaison officers assisting Least Developed country delegates at Climate Change Conferences in the lead up to/ during the Paris conference in 2015</p> <p>Paris, London, UAE and Singapore offices assisting charities in Africa, Middle East and Asia focused on rule of law and development</p>	

Focus	Target	Progress	Outcomes	
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 4.2%	
	Minimise material use, utilise recycling options internally and source recycled product where appropriate.	Reduce waste to landfill by 5% year-on-year	Waste to landfill increased by 6% (London)	
	Reduce activities identified as causes of pollution or environmental nuisance	Reduce consumables by 5% year-on-year	Consumables reduced by 4.3% in London (key metrics used are purchased A4 & A3 paper)	
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	43% of internal partner promotions were 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	Key diversity & inclusion messages are incorporated into the firmwide partner promotion assessment centres Interactive diversity training session introduced into all firmwide promotion schools this year. Additional sessions delivered to Trainee Review Representatives, senior business services line managers, HR department and secretarial coordinators with line management responsibilities	
		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	All processes are reviewed and free of bias. Partners are held to account as part of the promotion and salary review process and on-going performance management. We offer equal benefits to LGBT partners and staff around the world, regardless of local law requirements	
	Ensure that each office has a communicated flexible working policy	25% of our offices have a communicated flexible working policy We are the first international law firm to implement flexible hiring across all roles		
	Explore partnering and collaboration opportunities with clients and suppliers on shared D&I objectives	Our employee-led network groups have continued to partner with clients and suppliers on shared D&I objectives and interests.		

KEY

 Target is achieved

 Target is partially achieved

 Target is not achieved

Targets for 2016/17

Focus	Target	Action
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme	Recruit sixth cohort of Year 10 students and develop initiatives and processes for students in Year 13 and higher education
Pro bono	Continue to support Access to Justice in the United Kingdom through the UK Collaborative Plan on pro bono and the provision of individual casework in welfare benefit law	Develop partnering relationships with two financial institutions clients on individual casework and to provide training to the same.
	Link our pro bono strategy to the broader CR strategy of responding to our clients' concerns and priorities in relation to CR	Develop further core client partnering programmes with major financial institutions clients in all our offices
	Support sustainable ways to alleviate poverty, consistent with the UN Sustainable Development Goals 7 (Ensure access to affordable, reliable, sustainable and modern energy for all) and 16 (Peace, Justice and strong Institutions), and in particular the following parts of these goals: <ul style="list-style-type: none"> ■ 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 ■ expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries 	Work with the existing knowledge and infrastructure in the growth market teams focused on Africa and South East Asia so as to provide support to organisations whose objectives align with UN Sustainable Development Goals 7 and 16
Environment	Control and reduce energy consumption and engage in regular communication with stakeholders to drive behavioural change	Reduce electrical and gas consumption by 5% against 2014 benchmark
	Minimise material use, utilise recycling options internally and source recycled products where appropriate	Reduce waste to landfill by 5% against 2014 benchmark
	Reduce activities identified as causes of pollution or environmental nuisance	Reduce consumables by 5% against 2014 benchmark
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	Deliver new diversity & inclusion training to all UK partners and employees Develop firmwide approach to LGBT equality. Retain Stonewall Star Performer status in the UK and Top Global Employer status internationally Exclude bias (on the grounds of gender, sexual orientation, race, disability or flexible working status) from annual performance cycle and promotion process Ensure each office has a communicated flexible working policy Develop partnering and collaboration opportunities with clients and suppliers on shared diversity & inclusion objectives

UN Global Compact Principles

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

Our 2015/16 CR Award Winners

Contribution to environment

Winner:
Olivia Tattarletti

Contribution to pro bono

Winner:
Mandy Adogla-Popovic

Highly commended:
Carol Shaw

Contribution to diversity

Joint winners:
Netanya Jackson
and Sarina Keung

Judges:

Rachel Engel, Macquarie
Jim Haywood, Legal Response Initiative
Patricia Chinyoka, Business in the
Community
Patrick Marples, South West London Law
Centres
Emma Slatter, Deutsche Bank AG
Colin Passmore
Richard Dyton
Dan Flint

Contribution to social inclusion

Winner:
Philip Holdaway

Highly commended:
Jonathan Sharples

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