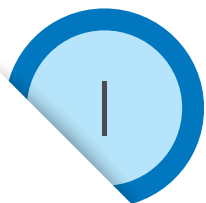


A large, reflective, metallic sphere, possibly a sculpture, is the central focus of the image. It has a jagged, cracked surface that reveals a dark interior. The sphere's surface reflects a city street scene with trees, buildings, and people. The background shows more trees and a clear sky.

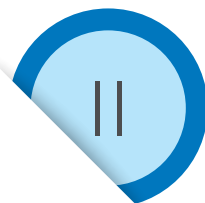
UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS 2016

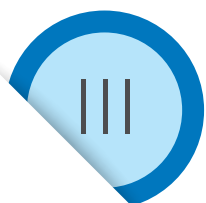
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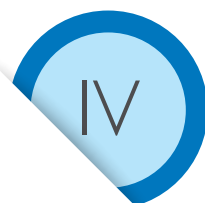
STATEMENT



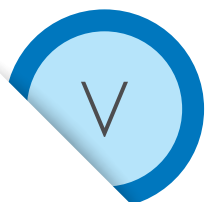
INTRODUCTION



RESPECTING AND
SUPPORTING
HUMAN AND
LABOUR RIGHTS



CONTRIBUTING
TO A SUSTAINABLE
ENVIRONMENT



WORKING AGAINST
CORRUPTION



FURTHER
INFORMATION



STATEMENT

It is with great pleasure that we submit our annual Communication on Progress (CoP) report which re-affirms our long standing commitment and describes our ongoing efforts to implement the ten UNGC principles and advance the broader sustainable development goals.

As a leading global business law firm we believe it is incumbent upon us to demonstrate our commitment to responsible business, both in the way we conduct our own operations and in relation to the advice we provide to our clients. We are extremely proud of our position as a trusted adviser to many of the world's leading multi-national corporations and we have used this position to assist our clients to become more responsible, sustainable businesses.

Despite emerging global geopolitical challenges and increasing instability, last year we continued our strategy for change, innovation and integration across our firm, client services, legal practices and geographies. Our efforts and achievements have received international recognition and multiple awards, particularly our pro-bono work in the fields of children's rights, rule of law, and protecting the rights of displaced people.

Going forward we will continue to consolidate and improve our existing efforts and will put even greater emphasis on responsible management practices in everything we do.

The image used on the cover of this report is one of the series of sculptures designed by Italian artist Arnaldo Pomodoro. The series is called "Sfera con Sfera" (Sphere within Sphere) and its meaning has been the subject of many interpretations. For us, the work represents the complexity and vulnerability of our world, and also the enormous potential we all have to make a positive impact if we collaborate with one another to solve some of our most pressing challenges. These sculptures can be found in many locations around the world including at the UN headquarters in New York.

Yours sincerely,



JUAN PICON

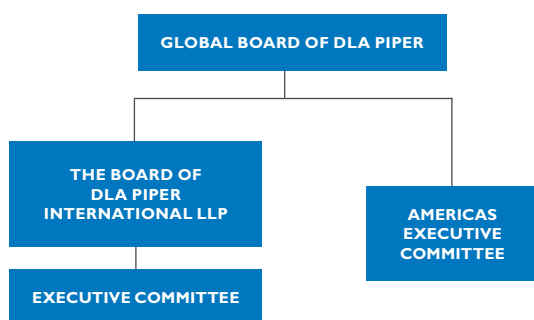
Global Co-Chairman



INTRODUCTION

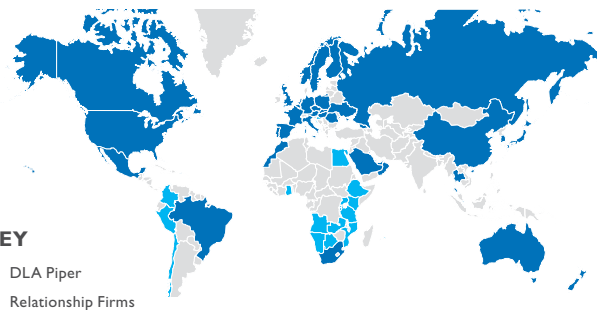
As a leading global business law firm, DLA Piper is committed to the highest standards of honesty, transparency and accountability. We are proud to be one of the first law firms subscribing to the United Nations Global Compact (UNGC) and its ten universal principles around human rights, labour, environment and anti-corruption.

Our global business is organised under a Swiss verein structure, with a Global Board appointed by and among its members. The effective implementation of the UNGC universal principles is driven by the senior leadership team and shared by every DLA Piper office across the globe.



The legal profession is one of public service and, as proud guardians of the law, we assist those in need of legal and related services. Law is at the heart of many human interactions, be that between private clients, corporations, charitable organisations or the government. This central role provides us with a unique opportunity to use our expertise and resources to practice our vision of responsible business, support the rule of law, advance access to justice, uphold human rights and promote environmental sustainability.

With a global presence in over 30 countries and an international team of nearly 10,000, we are able to draw on a rich variety of talent, perspective and experience. While our strength is in diversity, we maintain an unwavering respect for the individual. We proudly strive for excellence in everything we do and create the work environment that fosters innovation, empowers new ideas and promotes partnerships with our global and local communities.



KEY

- DLA Piper
- Relationship Firms

DLA Piper made a formal commitment to the Global Compact in February 2013 and last year the main focus was on further aligning our business model with the UNGC universal principles and integrating the adopted set of Sustainable Development Goals (SDGs) into our strategic and daily operations.



This trend will remain a priority in 2017, particularly as we continue to expand and strengthen our international presence.



RESPECTING AND SUPPORTING HUMAN AND LABOUR RIGHTS

HUMAN RIGHTS PRINCIPLES	LABOUR RIGHTS PRINCIPLES
<p>PRINCIPLE 1 Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>PRINCIPLE 2 Make sure they are not complicit in human rights abuses.</p>	<p>PRINCIPLE 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>PRINCIPLE 4 The elimination of all forms of forced and compulsory labour;</p> <p>PRINCIPLE 5 The effective abolition of child labour; and</p> <p>PRINCIPLE 6 The elimination of discrimination in respect of employment and occupation.</p>

DLA Piper is committed to respecting and supporting international human rights throughout our business operations. Our responsibilities in that respect are three folded:

- as lawyers, it is our utmost duty to ensure that we address human rights issues in a manner consistent with the professional codes of conduct established across jurisdictions we operate in;
- as providers of global legal and other services, we seek to increase awareness among our clients, support them in assessing and proactively managing the risks;
- as a business enterprise, we strive to uphold our corporate responsibility obligations. These include, but are not limited to, providing a safe and stimulating working environment for our employees and ensuring that the firm does not become complicit in human rights abuses through our global supply chain.

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

In 2016 we updated our Human Rights Policy to include a specific commitment to combat all forms of modern slavery.



DLA Piper's human rights policy is consistent with:

- the International Bill of Human Rights Universal Declaration of Human Rights
- the International Covenant on Civil and Political Rights
- the 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

At DLA Piper we are firmly committed to diversity and inclusion. 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. We believe that our approach to diversity and inclusion enables us to attract the best talent, build the most effective teams and deliver the highest level of client service.

For us, diversity is not just about visible differences, it is the unique blend of talents, skills, experiences and perspectives that makes each of us an individual and we strive to create an environment where these differences are valued and celebrated.

As our organization of nearly 10,000 employees operates across more than 30 countries throughout the Americas, Asia Pacific, Europe, Africa and the Middle East, our policies in each jurisdiction are tailored to the legal, regulatory and cultural requirements of each geography.

We promote a culture in which everyone feels respected, valued and included, where everyone has the opportunity to grow their career and where pathways to career progression are transparent.

At DLA Piper we are committed to providing our employees with the safe and secure working environment that safeguards their health, and promotes physical and mental wellbeing, regardless of where in the world they work. To meet this commitment and to ensure consistent approach across our offices and areas of operation, we operate a robust management system on par with international codes of practice and industry requirements. Through the process of continuous improvement, we strive to uphold the highest performance standards and promote positive health and safety culture throughout the organisation.

We have developed a firm-wide strategy to secure the gender talent pipeline, personally championed by the Senior Partner. This includes the moderation of all promotions to include gender analysis, the requirement

for at least one woman to be on the shortlist for all key management appointments and focus groups to understand perceived and actual barriers to career progression.

We are proud of the external recognition we have received for our efforts in relation to gender parity. At the Euromoney LMG Europe Women in Business Law Awards last year, the firm took home six awards in total, including the award for Best Gender Diversity Initiative in an International Firm for the third consecutive year. We have again been awarded the Employer of Choice for Gender Equality citation by the Australian Government's Workplace Gender Equality Agency (WGEA), having been a WGEA citation holder since the program began.


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 aims to raise awareness of individual biases and how these biases potentially impact decision making, particularly within key people processes. Around 260 partners have been trained to date.

Flexibility and agile working are key business tools to help drive individual, team and firm productivity, and are crucial to attracting and retaining talented staff. We are continuing to embed agile working practices within the business and are focusing on career development opportunities for agile workers. For the last two years, a number of those promoted to partner work flexibly.

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 have two global Resource Groups:

- The Leadership Alliance for Women (LAW);
- Iris (LGBT) Network – for lesbian, gay, bisexual, transgender colleagues and allies.



The key objectives of all our resource groups include:

- Providing a platform for sharing information and ideas between the group and the firm;
- Networking opportunities both within the firm and externally;
- Opportunities to work jointly with clients;
- Raising our profile as an inclusive employer.

Building on the good work of LAW initiatives throughout the UK, US and Australia, the Global Leadership Alliance for Women (Global LAW, launched in early 2015) 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. We have now established chapters in France, Spain, Italy, Germany, Belgium, The Netherlands, Luxembourg, Hong Kong and the Middle East.

The key priorities for Global LAW include:

- Recruitment and Retention of women lawyers;
- Advancement and leadership opportunities for women lawyers;
- Supporting internal and external business development opportunities.

Our LGBT network was re-named Iris following a global naming competition. In Greek mythology, Iris is the personification of the rainbow and is the messenger of the gods, linking them to the mortals. The group aims to promote an inclusive working environment by offering networking opportunities, raising awareness across the firm and partnering with clients on LGBT initiatives.

In February 2017 we held a 're-launch' event in London to announce the new name, with guest speaker Gareth Thomas, former Wales rugby player, who spoke movingly about his personal life and the difficulties he experienced

when trying to come to terms with his sexuality.

The event was truly international, with 100 colleagues and clients from Spain, Italy, Germany, Hong Kong, Australia, the US and the UK present.

We are Stonewall diversity champions in the UK and members of Pride in Diversity in Australia and the Hong Kong Gay and Lesbian Attorneys Network.

Additionally, we were the first global law firm to participate in the Pride parade of Leeds Pride festival. We have sponsored the LGBT history festival in Manchester and Liverpool for the last three years. We supported 'Wear it Purple' day in Australia and recognised World AIDS day in the UK and in Australia.

We recognise that diversity in the legal profession is a systemic challenge, with roots extending far beyond employment or development strategies for the current workforce and going as far back as access to a higher degree studies or even basic education opportunities.

Through our flagship global programme [Break into Law](#) we utilise our strength as a leading global law firm to ensure that under-represented young people around the world have access to career opportunities within our industry and gain key employability skills through a series of projects utilizing our resources and experience. In addition to providing scholarships and sponsorships to the students, we offer a wide range of bespoke initiatives such as internships and 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 influencing access to careers within our profession and run thought leadership events to further explore key challenges and opportunities.

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

As a global business law firm, DLA Piper recognises that sustainable procurement and supply chain management are the key elements of responsible business practice.

Our global Sustainable Procurement Policy provides a high-level outline of our approach to ensuring that all suppliers and contractors act consistently with our values and commitments, particularly with respect to human rights, safe and fair working conditions, and the key principles and rights embedded in ILO Declaration.

Our supply chain is relatively straight-forward and yet it cuts across many different national cultures, wide ranging business norms and traditions, bringing with it a multitude of potential risks as well as opportunities.

We actively encourage diversity throughout our supply chain and seek to provide a level playing field for all potential suppliers irrespective of their size, ethnicity, ownership and location.

We form partnerships with our more mature and advanced suppliers and service providers to achieve economies of scale and scope in mitigating the life-cycle impacts. At the same time we are fully committed to working closely with the smaller local companies to help them achieve necessary experience, capability and financial viability to successfully undertake the work whilst complying with our policy requirements.

We encourage our new strategic suppliers to subscribe to and provide detailed sustainability information through our Supplier Portal. The Portal allows us to consistently monitor compliance and reduce risk of exposure, including in the areas of human rights and working conditions, modern slavery, health and safety.

3. OUR CLIENTS

Businesses operating in areas affected by instability (eg social, political, economic) or managing complex value chains face a unique set of challenges. Understanding the human rights impacts is an essential component of integrity, risk management and citizenship for many of our clients.

At DLA Piper we are taking steps to further develop our in-house human rights expertise to support the clients through our advisory work. We have built a dedicated International Business and Human Rights team led by

international business and human rights lawyers with multi-jurisdictional, cross-practice experience to support business in this emerging area.

Using bespoke tools and guidance we work with a number of businesses to develop a proactive approach in the areas of:

- Risk management – Sound risk management is about having effective systems and processes for identifying and preventing or responding to adverse human rights, social and community impacts.
- Reporting and disclosure – Reporting and disclosure requirements are increasingly focusing on encouraging transparency and requiring businesses to disclose human rights, social and community risks as well as information on human rights policies and their effectiveness.
- Crisis management – When a business faces criticism or unexpected human rights-related issues, such as adverse impacts on physical or sexual integrity of workers or local community members, or land rights related disruption to operations, DLA Piper can help clients effectively respond with its global investigation and crisis management capability.
- Supply chain management – Sustainable supply chains and ethical procurement procedures make good business sense and create long-term social and economic value for all stakeholders involved in bringing products and services to the market.

Our award-winning programme What In-house Lawyers Need (WIN) offers the tools, training and knowledge to in-house lawyers on a wide range of technical, commercial as well as personal aspects. In addition to bespoke services, WIN offers interactive and practical training on topics that range from diversity and inclusion, employment law to health and safety, responsible sourcing and outsourcing.



WIN – THE FACTS	
	Winner of the FT innovative lawyer awards 2013 in client service
	Over 3,400 registered users in our online community
	Members from over 35 countries
	Over 70 events per year
	Over 3,000 have attended win event in the UK

4. OUR COMMUNITIES

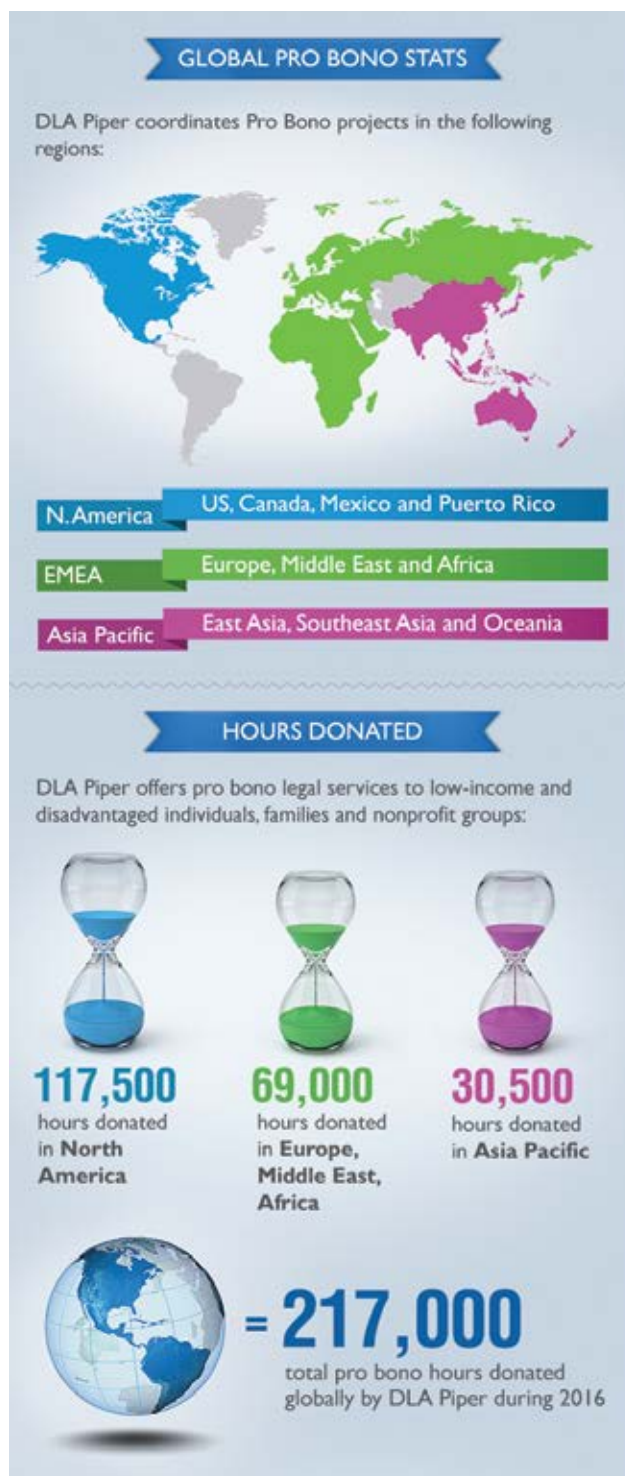
DLA Piper is committed to pro bono that supports access to justice and rule of law around the world. We encourage our lawyers to do pro bono work, much of which focuses on education, human rights, non-profits and charity law, juvenile justice and veterans support.

As one of the largest law firms in the world and a thought leader in the creation and delivery of pro bono services, we are able to develop, manage and deliver pro bono in size, scale and scope unlike any other global law firms.

Displaced People

The world is facing an unprecedented displacement crisis. Today, more than 65 million people are forcibly displaced as a result of violent conflicts and natural disasters, the highest number since the Second World War. We believe that the legal profession can play an important role in providing assistance to these extremely vulnerable individuals. This can be done by working to ensure that displaced persons have the fullest possible access to justice and can take advantage of the legal protections afforded to them by law. DLA Piper is committed to aiding and protecting people who have found themselves in a state of displacement, including refugees, asylum seekers, stateless people and homeless people.

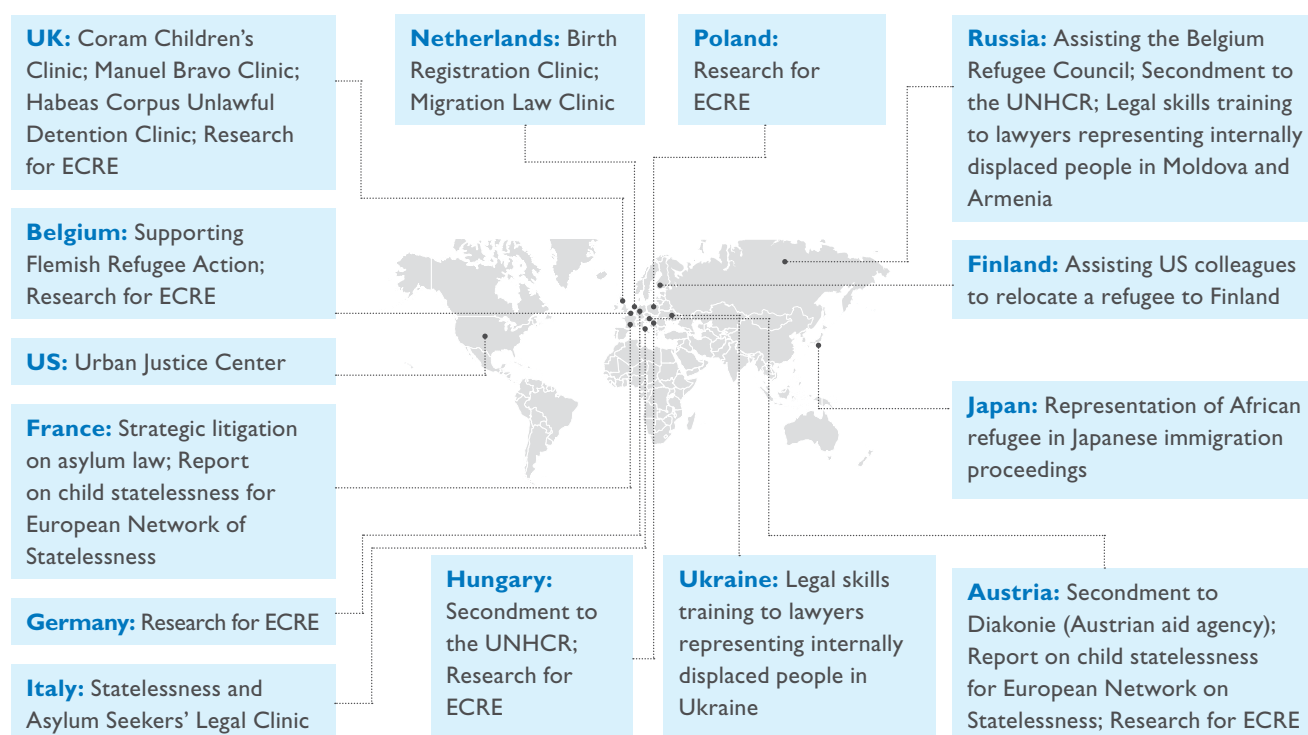
Across the world, our lawyers are working with individuals, NGOs and intergovernmental organisations to help address this crisis. We have established a Pro Bono Signature Project to address the complex legal issues facing these extremely vulnerable individuals, to inform them of their rights, to assist them in navigating the complex legal regulations and to build the capacity of other actors in the sector. We offer a broad range of support to a plethora of organizations, including peak bodies such as UNHCR. We assist NGOs and civil and human rights organisations that seek to educate, advocate or litigate against structural discrimination affecting refugees, asylum seekers and stateless individuals.





We have established legal clinics in Europe, the UK and the US to facilitate access to justice for asylum seekers, refugees and stateless people. Through these legal clinics our lawyers meet with vulnerable individuals, work with them to obtain evidence to support their claims, draft the necessary applications, and provide representation at hearings. We represent individuals in asylum proceedings and assist stateless people with the legal procedure for recognition of statelessness; we also provide research assistance on the rights of undocumented migrants to healthcare.

We provide legal support and strategic advice to UNHCR and leading NGOs in the sector, including European Council on Refugees and Exiles (ECRE), the UNHCR, Habeas Corpus, Refugee Action, the Belgian Refugee Council, the Italian Refugee Council, Coram Children's Legal Centre and the Urban Justice Center. We have seconded a lawyer to Diakonie to work on these issues in Austria. We also work with UNHCR and government agencies to clarify existing laws and bring about change.




In 2016 DLA Piper was recognised for this work by a number of organizations, including:

- the ALM, publisher of The American Lawyer and Legal Week, where we were awarded the 2016 "Pro Bono Programme of the Year" award;
- the Fondazione Sodalitas, where we were awarded the 2016 Social Award.

Children's Rights

Millions of children across the globe are prevented from having a fulfilling childhood and realising their potential. Children are vulnerable and are often the most affected by poverty, conflict, natural disaster and discrimination. Fortunately, children have many rights under international law and the legal profession must play an important role in helping children to secure those rights.



DLA Piper is committed to ensuring that children everywhere have their legal rights recognised and protected. Through our Child Rights Signature Project we work with leading NGOs, intergovernmental organisations and governments on strategic and coordinated efforts to increase access to justice for children globally by meeting and reducing demand for legal services and by supporting better policies for promoting children's rights.

In 2013 we embarked upon a partnership with UNICEF, the world's leading advocate for children. The partnership is aimed at strengthening the protection of children around the world. When children come into contact with the law, our goal is to ensure they are treated fairly and are protected from violence, abuse and exploitation. Since 2013 we have dedicated more than 14,400 pro bono hours to this work, with a value of more than \$4.5 million. Our lawyers and staff have also raised \$1.2 million in support of UNICEF's work worldwide and we have seconded lawyers to support UNICEF's work in Australia, The Gambia and in Norway.

Working with UNICEF we have helped to reduce the incidence of child marriage, supported UNICEF's work to improve birth registration in 23 countries and, on legislation around harmful practices such as child marriage and female genital mutilation in The Gambia. We have also undertaken significant research around business and human rights issues which will help UNICEF advocate for greater corporate accountability worldwide.

A core focus of our work has been the Justice for Children project in Bangladesh, where we have helped to create a more child-friendly justice system in line with international standards. Achievements include:

- Approximately 1,600 adolescents benefited from juvenile delinquency prevention through education, training and counselling.

- 234 young people arrested by police have seen their cases handled within the community, rather than through the adult court system.
- 424 key professionals, including police officers and lawyers, have received training on child friendly justice and the 2013 Children's Act.

In a number of countries, we undertake advocacy and direct representation to protect the rights of children engaged with the justice system.

The lack of universal birth registration is also a focus area, as it is one of the key factors preventing children from enjoying their human rights. This is a serious protection issue that UNICEF is addressing with authorities with the support of DLA Piper. We have undertaken a review of the relevant and existing legislation in a number of jurisdictions in order to assess the consistency and adequacy of the law in each country, and ultimately to help UNICEF target advocacy efforts and identify key areas for change. We are committed to improving educational outcomes for all children, all around the world. We advocate for and represent children with disabilities so that they can receive the support that they need in school, and we provide legal support and strategic advice to schools and NGOs in the sector.

To help reduce demand for legal services, and raise children's awareness of their rights we are providing interactive 'know your rights' trainings at schools and youth centres and providing capacity building seminars to key actors (including other lawyers). We will be looking to broaden the reach of these sessions in 2017.



Rule of Law

Many countries face particular challenges that make it more difficult to foster growth. These challenges are often the result of conflict or other instability and result in outdated laws, weak legal institutions and an unfriendly environment for investors. By working with under-resourced governments and others on key issues we aim to help reduce poverty and increase stability through economic growth.

Since 2008 we have provided lawyers on a secondment basis to the Ministry of Finance of Timor-Leste Government. These lawyers support the Ministry, while also providing advice on matters relating to business, finance, human rights and foreign affairs. In 2016 we also seconded a lawyer to Vanuatu to assist the Government with rebuilding the country after Cyclone Pam. The secondees have provided advice on a range of matters, including business, infrastructure and foreign affairs. This secondment forms part of our Signature Project on Pacific Island nations, through which we seek to improve the legal skills and knowledge of rule of law in some of the most vulnerable countries in the world.

We provide pro bono legal advice to the g7+ in order to assist in the development of the world's most fragile nations. The g7+ is a voluntary association of countries that have been affected by conflict, but which are transitioning to the next stage of development. It aims to unite conflict and post-conflict affected countries to change the way that the developed world channels its aid and development programmes. We have given each g7+ government or related government entity access to our global network of lawyers. We have reached out to a number of g7+ countries in order to offer focused legal advice, training and capacity building.

We engage with civil society to strengthen the rule of law and support full participation in government and society. We work with organizations that support and represent vulnerable minorities and disenfranchised individuals, including organisations that support the poor, women, stateless individuals, individuals with a

disability and LGBTI individuals. We provide legal advice to organisations that work to end hunger and poverty and combat domestic violence and human trafficking. We support NGOs to provide comments on draft legislation, submit amicus briefs and draft shadow reports to UN treaty body committees. We also help to build confidence and capacity by creating case summaries of human rights laws and providing training on key legal issues. We also counsel NGOs on their core administrative and governance matters.

As a global law firm, we understand that our responsibility goes beyond the cities and countries where we work. DLA Piper has established a ground-breaking international pro bono initiative, New Perimeter, that is dedicated to bringing together our global lawyers to provide focused pro bono services in under-served regions around the world. New Perimeter projects aim to build local capacity in the legal profession and support access to justice, social and economic development, and sound legal institutions.

In 2016, our lawyers worked through New Perimeter on a range of projects, including:

- training public sector lawyers and judges in East Africa on negotiation and contract drafting skills;
- supporting women lawyers in Nepal to increase their contribution to the legal, political and commercial life of their country;
- training graduate and undergraduate law students from across Africa on foundational legal skills;
- improving victim protection, increasing offender accountability and creating a coordinated community response to gender-based violence by training judges, prosecutors, and police officers in South America and Southeast Asia; and
- drafting model legislation on consumer financial protection for financial regulators in countries with underdeveloped regulatory regimes for microfinance.

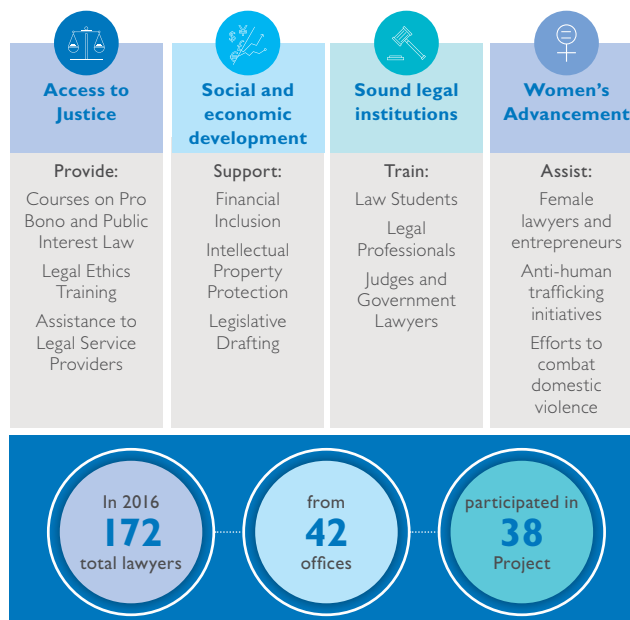
Law Students in Developing Countries

Access to justice, social and economic development and sound legal institutions are important pre-requisites for strong communities. In each of our offices around the world we work to support these fundamental principles. We are also committed to supporting legal advancement worldwide.

An important area of focus for New Perimeter is building the capacity and confidence of upcoming generations of lawyers. In 2016, our lawyers worked to help train law students on a range of topics, including:

- legal writing and analysis skills in Zambia;
- ethical practice, professional responsibility, access to justice and pro bono in Southeast Asia;
- practical legal skills in Myanmar;
- pro bono and public interest law in Latin America.

Other examples of the types of work New Perimeter has undertaken include:



We are mindful of the ever increasing need to share knowledge and expertise, and to this end, we will launch, in mid-2017, a global scholarships programme for undergraduate law students from ten of UN's the Least Developed Countries. The Scholarship is open to high achieving students who would not otherwise have access to the role models, work experience, mentoring and financial assistance this programme will provide. By working closely with the next generation of local lawyers and business leaders, DLA Piper will support skills development, build capacity and promote the rule of law.



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:

- among our peers – in managing our own business activities and operational footprint. This extends to both legal services and internal business services, including property and workplace management;
- for our clients – in providing leading edge legal advice and related services while promoting greater environmental responsibility, sustainability and innovation.

Recognising that the scale of our environmental impacts is not as prominent as for some industries, DLA Piper has identified four priority areas where meaningful progress can be achieved not only in reducing negative impacts on the environment but also in addressing opportunities within our value chain to make a positive contribution towards greater sustainability.

In the past 12 months the firm has continued to actively contribute to international climate policy discussions and the development of and investment in low-carbon technology and infrastructure.

I. WITHIN OUR FIRM

Our overall approach and strategic priorities are reflected in the firm's [environmental policy](#), which is jointly championed by Simon Levine and Jay Rains, the Co-CEOs and Global Board members with responsibility for the environmental challenges.

In setting environmental expectations for the firm, the Co-CEOs are supported by the Global Sustainability Initiative (GSI) in formulating the long-term strategies



DLA Piper's environmental sustainability priority areas:

ENERGY – with over 90 offices across the globe, the natural focus is on reducing our energy use, improving energy efficiency and increasing use of green energy.

WASTE – as a global law firm, waste management initiatives have particular emphasis on reducing paper consumption as well as on general increase of the recycling across the offices.

TRAVEL – travel is an important element of any global business and, as such, is one of the key contributors to our environmental footprint. DLA Piper actively encourages the use of alternative tools for communication and collaboration, promotes greener choice of transportation modes and is looking to offset carbon emissions associated with unavoidable air travel.

PROCUREMENT – although our supply chain is relatively uncomplicated, we seek to maintain principles of responsible procurement and encourage our suppliers, partners and contractors to subscribe to our minimum environmental practices and requirements.




and by the functional groups (Including Operational Risk, Procurement, Property and Workplace) for day-to-day implementation of the core requirements.

The GSI is governed by a cross-functional committee sponsored by the Global Board. Its main focus is on formulating a strategic and integrated approach on managing the environmental impacts and opportunities throughout our value chain. The progress against long-term targets is reviewed quarterly by the Global Board.

Our environmental management system has been ISO 14001 compliant and independently certified across our global business for the past nine years. We are one of very few global law firms to achieve worldwide certification and will continue to maintain and improve our systems in line with changing certification requirements and stakeholder expectations.

SUMMARY OF OUR ENVIRONMENTAL PERFORMANCE

	3 YEAR TARGETS (2016-2018)	2016 ACHIEVEMENTS
Energy	<p>Further 10% reduction in energy use across the global firm to achieve a total reduction target of 25% against 2012 levels.</p> <p>Year on year increase in the number of offices using green energy.</p>	<p>The energy consumption across the firm dropped by 13.5% against 2012 levels. The key efficiency gains have stemmed from a targeted approach to identifying reduction opportunities through improved building management systems and investment in efficient and novel technologies.</p> <p>The number of offices sourcing electricity from the green energy providers increased to twenty eight.</p>
Waste	<p>Further 7% reduction in paper consumption across the global firm to achieve a total reduction target of 25% against 2012 levels.</p> <p>Year on year increase in recycling levels.</p>	<p>We continued our focus on improving our record management system (specifically document management, retention and digitisation) and legal technology, including remote access to project files.</p> <p>These initiatives resulted in a reduction in paper consumption of 25.5% across the firm against 2012 levels.</p> <p>Recycling improved across all categories of “office recyclables”, including paper (100%), printer toners (96%), plastic and glass bottles (97%) and cardboard (95%).</p>
Travel	<p>Further increase the use of IT communication systems as an alternative to travel.</p> <p>Offset GHG emissions associated with business travel.</p>	<p>The firm continues exploring options to reduce travel with particular focus on developing communication and collaboration tools as alternatives to travel. 2016 saw a further increase in the use of Video Conference and Telepresence facilities across the firm, with an increase of 17% in ad hoc conferences.</p> <p>Business travel is a significant contributor to our carbon footprint. In partnership with our global travel service providers, we have set up a robust monitoring system in support of our carbon offsetting commitment and will finalise the offset options later this year.</p>
Procurement	<p>Embed annual sustainability reporting across high risk strategic suppliers using Supplier Portal and publically disclose key performance matrix by 2018.</p>	<p>Our key focus is on engaging strategic suppliers and contractors to effect the change and form partnerships for better environmental and wider sustainability performance. Strategic suppliers have been defined as those with significant financial scope and high risk in areas of human rights, labour, environment and anti-corruption. In 2016 we have identified 8 suppliers that fit this category.</p>



These priority issues were also a driving consideration in the development of DLA Piper sustainability framework for the office fit-outs. This initiative began with developing a minimum environmental requirements for the design and set out for our new office in London and now evolved into an integrated framework requirements for the workplace sustainability (energy efficiency, wellbeing, use of ethical and sustainable materials, waste, technology, contractors, etc.). While this initiative started in 2016, the framework development and trial will be ongoing throughout 2017-18 and implementation will be prioritised for new offices and upcoming upgrades.

Additional focus in 2016 was on improving environmental practices and reducing the footprint of our internal and external events such as conferences, lectures, promotional and charitable events – from risk awareness training for the event organisers to implementing sustainable event management practices. This initiative will continue in 2017 as we plan to introduce a performance management system and share valuable lessons learned across various offices.

2. WITHIN THE LEGAL SECTOR

DLA Piper has maintained a leadership role within the legal sector on addressing environmental issues. We are a founding member of the [Legal Sustainability Alliance \(LSA\)](#), an inclusive movement of legal firms and related organisations committed to working collaboratively to take action to improve the environmental sustainability of their operations and activities.

The members benefit not only from reporting and benchmarking their environmental performance but also actively learn from shared sustainability best practices and pit-falls from their peers.

This positive and mutually beneficial collaboration model is now firmly established in the UK, Australia ([Australian Legal Sector Alliance](#)) and in the US through a partner organisation, the [Law Firm Sustainability Network](#).

3. IN OUR SUPPLY CHAIN

We are committed to achieving the highest standards of sustainable procurement together and in partnership with 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 these areas throughout 2017.

4. THROUGH OUR ADVICE TO CLIENTS

Following the December 2015 Paris Agreement on climate change, we have seen a significantly ramped up scale of climate-related national and regional initiatives, ever greater changes affecting the core business processes (i.e. management of risks, emergency preparedness, procurement and contract management, etc) as well as a further shift in infrastructure, energy generation and transportation opportunities. This fast-evolving landscape brings a unique set of challenges for all our clients, private businesses and public sector organisations alike.

DLA Piper is a leader in the field of climate change, providing a strong foundation to manage our client's present and future climate change needs in any country. Our multilingual, multidisciplinary group delivers climate change advice in complimentary practice areas, including energy, projects and finance, commercial, real estate, environmental, regulatory and government affairs, insurance, investment funds, corporate, mergers and acquisitions and tax law.



We advise on climate change legislation and energy efficiency measures such as the Carbon Reduction Commitment Energy Efficiency Scheme, Climate Change Agreements and the EU Emission Trading Scheme.

We provide advocacy, counseling and transactional support to help clients navigate the EU Emissions Trading Scheme, California's AB32 cap-and-trade program, voluntary carbon markets, and other national and sub-national initiatives.

We advise clients and negotiate transactions for carbon credits in compliance and voluntary markets.

We counsel clients in the emergent area of climate change legal risk.

We work closely with our clients to develop strategic climate plans, identify carbon burden, risks and opportunities and prepare companies for integration into a carbon-constrained world.

We advocate on behalf of clients interests before international climate change and ozone conferences.

We represent countries at international climate negotiations.



DLA Piper is also involved in various projects to deliver Low Carbon and Environmental Goods and Services as part of urban regeneration initiatives and the firm expects to provide a growing contribution to these in the coming years.

Our firm regularly produces thought leadership research and hosts events for clients detailing emerging policy and regulatory changes related to climate change, including work on emerging international issues such as Brexit

and UNFCCC agreements. We regularly partner with leading international organisations to support dialogue and analysis of these issues. An example of this is the firm's involvement in producing the report "The Paris Agreement – What it Means for Business", which was launched at the Business and Climate Summit in London. We are also at the forefront of the renewable energy market, advising companies and financiers across the renewable energy spectrum, including hydro, energy-from-waste, solar, on and off-shore wind, biomass and biofuels.

5. THROUGH OUR PRO BONO PROJECTS

For a number of years we have supported countries during the international climate change negotiations Conference of Parties (CoP) of the United Nations Framework Convention on Climate Change (UNFCCC) and at the Meeting of Parties of the Kyoto Protocol (KP). We assisted a number of countries to negotiate the historic Paris Agreement on climate change in 2015 and maintained this support in 2016.

We have supported countries during the Cartagena Dialogue, a recurring event which brings together climate negotiators and government officials from around 40 nations to meet outside of the formal UN process to discuss climate strategy prior to the UN negotiations.

In order to help tackle the illegal wildlife trade, we have long been in partnership with the Royal Foundation of the Duke and Duchess of Cambridge and Prince Harry on behalf of the United for Wildlife partnership. 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. It is the third largest illegal business behind only drugs and weapons. During the course of our partnership, we have worked to produce research reports that provide an overview of the legal frameworks surrounding wildlife trade in 26 jurisdictions. We are now offering concentrated assistance to a number of priority jurisdictions in Africa and Asia to assist them in strengthening and enforcing legislation. We have also partnered with another law firms to undertake in depth work on rhino protection in Namibia.



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 sets out the approach and expectations we place on our own people as well as on our business partners.

This policy is an integral part of our risk management and compliance framework. The framework incorporates policies, procedures, guidelines and a Compliance Handbook which covers 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 is 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;




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.



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- **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.

During 2016 we embarked on initiatives to develop the approach to anti-corruption amongst the DLA Piper relationship firms – our community of independent law

firms who work together and with DLA Piper to provide coordinated service delivery in countries where our firm does not have its own offices. The relationship firms involved fall into two distinct groups:

- **Brand Integrated firms** – which are required to implement the full DLA Piper anti-bribery and corruption policy and procedures as described above; and
- **DLA Piper Africa member firms** – who are required to implement the DLA Piper anti-bribery and corruption policy and specially tailored procedures and training within their firms.

The roll out programme is on-going and will be completed during 2017.



FURTHER INFORMATION

For additional information about DLA Piper's approach and activities related to the UN Global Compact Principles, please refer to the following:

Responsible Business

<https://www.dlapiper.com/en/uk/aboutus/>

Diversity and Inclusion

<http://www.dlapiperdiversity.com/>

Environmental Sustainability

<https://www.dlapiper.com/en/uk/aboutus/corporateresponsibilityfolder/aboutuscontentpagefolder/sustainability/>

Pro Bono

<http://www.dlapiperprobono.com/>

UNICEF Partnership

<https://www.unicef.org.uk/corporate-partners/dla-piper/>

We welcome any queries or comments you may have on this report. Please address them to:



NICOLAS PATRICK

Partner, Head of Responsible Business



www.dlapiper.com

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