



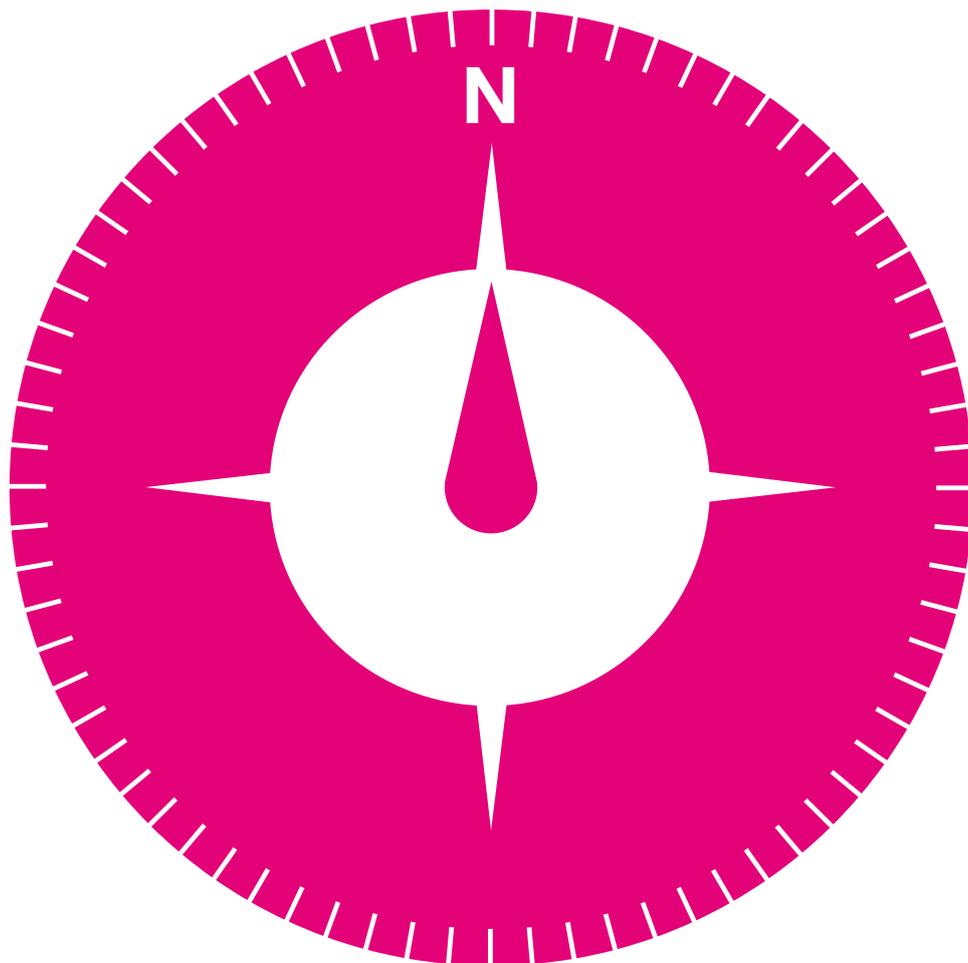
This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



UN Global Compact

Communicating on Progress



Introduction

“The way we do business is based on our values and reflects the behaviours we want to be known for. DWF is proud to support the UN Global Compact and in this, our first Communication on Progress, I am delighted to reaffirm our commitment to the ten principles, covering human rights, labour, environment and anti-corruption. We remain determined to make the Global Compact and its principles part of our values, strategy, culture and day to day business operations.”

Andrew Leatherland, Managing Partner & CEO

These principles guide our work and identify where we focus our efforts in order to do the most good.

As this report demonstrates, it is our ambition to better use our expertise and motivation to further embed the UN Global Compact and its business principles to contribute fully to sustainable development based on respect for human rights, while continuing to profit as a values led business.

Our values provide a sense of common direction for our people, guiding their day to day behaviour. Consistency of language enables our people to understand, embrace and act on those values. They are a key part of our performance, informing who we are and what we do, reflecting a common belief across the firm about the way we deliver our business goals.

Our Values & Behaviours:

Always Aim Higher

- Strive to beat expectations
- Deliver service excellence
- Immerse yourself in your field
- Be a role model for best practice
- Drive development in yourself and others

Be Better Together

- Connect across the business
- Recognise, respect and value each other
- Be visible and accessible
- Promote knowledge sharing
- Encourage, enable and empower others

Disrupt To Progress

- Champion new ideas
- Embrace and promote change
- Seek opportunities for improvement and growth
- Have an opinion and get involved
- Pause. Think differently!

Keep All Promises

- Listen carefully, promise accordingly
- Take ownership
- Be transparent and genuine
- Do what you say you will
- Have a “Can Do” attitude

Attend to Details

- Communicate effectively and professionally
- Deliver on your objectives and targets
- Give and encourage constructive feedback
- Understand your impact on your commercial and financial achievement

Why they matter:

- Our values bring us together under a common framework which we believe is helping to build one of the most highly regarded law firms in the UK and internationally
- Our values reinforce a culture of trust and integrity which in turn influences our business conduct and decision making
- A strong set of values helps to unite our people in achieving a common purpose, whilst promoting a sense of belonging
- Our values are important because they consciously and sometimes unconsciously influence our actions and behaviours
- Our values remind everyone that DWF has a purpose beyond making a profit
- Ultimately, our values represent a promise to our people, our clients and wider society.



These behaviours outline how we live our values - the things we do every day!

Human Rights

Principle 1: businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: businesses should make sure they are not complicit in human rights abuses

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

DWF supports the principles of Human Rights set out in the Universal Declaration of Human Rights, the International Labour Organisation (ILO) core labour standards and became a signatory of the United Nations Global Compact in April 2016. We publicly informed our stakeholders through our Annual Review 2015/16. As a business with operations based in a number of developed countries, as a minimum we observe the Human Rights laws and regulations in all of these territories, not just in the letter but also the spirit.

In conducting our business activities, DWF respects these rights and seeks to uphold and promote them as part of the way we do business, working and collaborating with our people, communities, non-governmental organisations and other appropriate stakeholders.

We run our business with integrity and want our culture and values to be at the heart of everything we do, recognising that our people not only want a great place to work, but take pride in being part of a principled business.

The following Statement of Principles reflects the way we do business:

DWF respects and values the dignity, wellbeing and rights of our people and the wider community, taking action to:

- Support and promote the protection of internationally proclaimed human rights
- Ensure we are not complicit in human rights abuses through our business relationships and supply chain management
- Eliminate all forms of discrimination and promote a diverse and inclusive workplace
- Recognise the freedom of association and right to collective bargaining
- Provide a safe and healthy workplace
- Adopt a zero tolerance to slavery, forced labour and human trafficking
- Minimise our environmental footprint resulting from our business operations and promoting greater environmental responsibility
- Maintain our position as a Living Wage employer
- Embed anti-corruption and ethical standards in our business practices

Our Published Slavery & Human Trafficking Statement:

Slavery, forced labour and human trafficking have no place in a modern society. Being alert to the risks is a responsibility that DWF takes seriously and this statement constitutes DWF's compliance pursuant to section 54(1) of the Modern Slavery Act 2015.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to being a responsible business which operates ethically and with integrity across all aspects of our operations, including our supplier relationships and we also have an established Whistleblowing Policy which is published on our Intranet.

Supplier Due Diligence

- All DWF suppliers are expected to implement a zero tolerance approach to slavery, forced labour and human trafficking and comply with all local and national laws and regulations. Our procedures are designed to identify and assess areas of potential risk
- Our procurement process includes details of every new supplier's compliance assessed through DWF's Supplier/ Contractor Request for Proposal (RFP) document
- The RFP stipulates that DWF reserve a right of audit with any supplier
- Existing suppliers are required to sign a statement of compliance, undertaking that they have reviewed their business operations and their supply chains for evidence of any instances of slavery, forced labour or human trafficking
- A risk assessment model for suppliers exists to take account of various factors with weighted scoring applied which could result in a range of investigative and remediation steps being undertaken.

Human Rights

Anti-Slavery Policy:

Modern slavery is a crime and a violation of fundamental human rights. It is a term used to encompass slavery, forced and compulsory labour and human trafficking. DWF is committed to ensuring a zero tolerance approach to modern slavery and human trafficking in our supply chain or in any part of our business.

As a signatory to the UN Global Compact, we make a public commitment to responsible business practices which encourage transparency and will report on progress against measurable outcomes, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Our supply chain management procedures are designed to engage with our suppliers to communicate our Anti-Slavery approach and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their businesses through the identification and assessment of areas of potential risk within their own supply chains.

The Director of Risk Management & Excellence has overall responsibility for the effective operation of this policy which applies to all of our partners and employees in the DWF Group which comprises a number of subsidiaries (where DWF LLP is the parent company) and a number of separately constituted and regulated legal entities providing legal services in different jurisdictions. It also applies to people working with us through an agency, consultants and contractors.

DWF is clear that it will not engage with any business knowingly involved in any aspect of modern slavery. This aligns to DWF's responsible business framework designed to:

- Support and strengthen society, taking action to engage locally where we have a presence
- Demonstrate visible commitment at the highest level
- Embed sustainable business principles within our business as part of the DWF Way
- Ensure that our business is a force for good
- Make DWF is a great place to work and do business.

In 2016, we reviewed the composition of our CSR Leadership Group, chaired by our Managing Partner & CEO to better reflect the risks, opportunities and responsibilities as a signatory of the Global Compact.

Commitments in 2017

1. We will review and develop our Human Rights Impact Assessment process and publish our Human Rights Policy
2. We will continue to engage our suppliers and review the effectiveness of our supplier questionnaire
3. We will report on progress against measurable outcomes, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Labour

Principle 1: the elimination of all forms of forced and compulsory labour

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment

DWF's approach to labour rights continues to be driven by the Ethical Trading Initiative (ETI) Base Code, the UNGC principles and our continued commitment to sustainable business practices. We meet the requirements of the ETI Base Code with no breaches in Labour Standards as defined in the Code or any convictions or investigations in relation to Human Rights.

The ETI Base Code states that:

1. Employment is freely chosen
2. Freedom of Association and the right to collective bargaining are respected
3. Working conditions are safe and hygienic
4. Child labour shall not be used
5. Living Wages are paid
6. Working hours are not excessive
7. No discrimination is practiced
8. Regular employment is provided
9. No harsh or inhumane treatment is allowed.



DWF was awarded the Living Wage Employers Accreditation in 2014.

In February 2017, we launched Total Reward Statements into our business, to better reflect the range of ways we value and remunerate our people, recognising their contribution and demonstrating how packages can be flexed to meet the needs of our people at different stages in their career and their lives.

As a signatory to the UN Global Compact, DWF has reaffirmed its approach to inclusion and through its Diversity Steering Group and in 2016, also became a signatory of the UN Women's Empowerment Principles.

The Chair of the Diversity Steering Group provides progress updates to the Board, works closely with our communications team to maintain our diversity related content on our website, includes our Diversity & Inclusion activity within Annual Reviews and internally uses a range of media channels to engage our own people. The practice of agile/flexible working is fast becoming embedded within our culture and levels of inclusion are monitored through our people engagement survey. We publish our diversity profile on our website and update at least annually.

In 2016, we focused on the following areas to accelerate progress:

- Ensuring key activity is data driven (recruitment, progression, attrition)
- Engaging men – exploring why gender diversity matters to them
- Consciously building diversity capability and confidence in leaders & line managers
- Targeting key influencers who are active sponsors of Diversity & Inclusion
- Focusing on a diverse talent pipeline to address the commercial realities of a global business
- Introducing bias programmes which focus on practising techniques to counter natural bias in people processes and start rewarding inclusive behaviours
- Evolving our diversity strategy to engage everyone so not seen as a minority issue. Diversity strands to include mental health, parents, carers and strong allies
- Through client relevant engagement - aligning diversity directly to business effectiveness and sector leadership
- Using data meaningfully to engage hearts and minds as a catalyst for further change.



Labour

A snapshot of some of the key Diversity & Inclusion initiatives currently underway and championed through our Diversity Steering Group:

- Firm wide Equal Pay Audit with plans to disclose ahead of 2018 deadline
- Embedding flexible/agile working as the norm
- D&I collaboration with clients
- Women returner experience - making it easier for women to resume their career after time out of the business
- Piloting ClearTalents at Work – we were the first law firm in the UK to adopt ClearTalents in Recruitment (early identification of reasonable adjustments) and now enhancing support for existing colleagues. We are also working towards achieving Disability Confident – Leadership status
- Championing Future Proof, a UK Business in the Community campaign to break down recruitment barriers and create quality accessible jobs for all young people
- International Women’s Day celebrated with a week of activities, events, blogs and poster campaign - #beboldforchange
- DWF Diversity Week – 3rd annual event which will run between 9th to 13th October 2017.

The following interactive training modules have also been introduced to challenge our perceptions and encourage our people to identify the factors that may be preventing people from fulfilling their career potential:

- Equality in the Workplace
- Dignity at Work
- Mental Health Awareness
- Learning Disability Awareness
- A Guide to Reasonable Adjustments

Our Diversity & Inclusion Policies include:

- Diversity & Inclusion
- Dignity at Work
- CSR Policy
- Anti-Slavery
- Maternity/Paternity/Family Friendly
- Disciplinary & Grievance
- Harassment

Proud of our achievements:

We are a Top 100 Employer (ranked 36th) in Stonewall Workplace Equality Index 2017 (11th in the Legal Sector)

We are the only law firm to be ranked as a Top 10 Employer on Working Families (2nd year running)

A Gold Standard performance in The Law Society’s Diversity & Inclusion report, as a signatory of their D&I Charter

Retained Silver Standard on gender and Improved to Silver Standard (from Bronze) on Race – Business in the Community benchmarking

Increased female representation on our strategic Board from 10% to 30% in 2016

1st law firm in the UK to achieve and retain ClearAssured status for identifying and removing barriers to disabled talent

1st law firm to adopt Clear Talents in recruitment and at work - to support the early identification of reasonable adjustments

Disability Confident Employer Status - DWF accredited in 2016

Company of the Year Finalist in the 2016 European Diversity Awards

Recognised as one of the most innovative law firms on diversity – FT Innovative Lawyers Report

DWF named a diversity pioneer in The Lawyer’s inaugural diversity audit

Finalist in Best Large Private Sector Employer and Best for Innovation in Family Friendly and Flexible Working in Working Families Awards 2017

Commitments in 2017

1. We will review the supply chain management across our International jurisdictions
2. We will maintain our Living Wage accreditation and participation in external diversity benchmarking
3. We will publicly report progress in support of the UN Women’s Empowerment Principles within our next Annual Review 2016/17

Environment

Principle 7: businesses should support a precautionary approach to environmental challenges

Principle 8: undertake initiatives to promote greater environmental responsibility

Principle 9: encourage the development and diffusion of environmentally friendly technologies

DWF aims to deliver a distinct and measured approach to our corporate responsibility which puts delivery not just commitment at the heart of everything we do. This ensures we visibly improve our environmental performance whilst complying with applicable legal and other requirements for the usage of energy.

How we go further for our environment

- We actively manage our carbon emissions
- We take action to ensure efficient use of resources
- We invest in technology to help drive our sustainability agenda
- We externally audit our sustainability performance
- We collaborate to develop, apply and promote environmental best practice

Our environmental management system and policy which is accredited in the UK to ISO14001, is firmly established to help create, monitor, maintain and develop a sustainable and eco-friendly environment. We are also a member of the Legal Sustainability Alliance.

Our carbon footprint is independently verified and we have a suite of environmental KPIs and a robust Environment Management System to support our continuing ISO 14001 certification. In January 2018, we shall be independently audited for re-certification to the ISO 14001 Standard at which time, our targets will be reviewed to ensure we are continually improving and evolving our management system.

Overall CO2 emissions for our UK offices:

2014 – 6768 tonnes
 2015 – 6210 tonnes
 2016 – 5320 tonnes

2016 saw a significant reduction in travel emissions, down to 833 tonnes from 1014 tonnes in 2015.

Shredding:

2014 – 2358 trees saved (138 tonnes of shredding)
 2015 – 1650 trees saved (97 tonnes of shredding)
 2016 – 2652 trees saved (156 tonnes of shredding)

Our firm wide environmental KPIs demonstrate our willingness to contribute to reducing CO2 emissions and general waste, which we are successfully achieving year on year. These include:

- Maintaining a target of under 3 tonnes per person per year CO2
- Travel Miles Reduction of 5% per annum
- Maintain a target of recycling at 80%
- Paper Usage Reduction of 10% per annum
- CFS sourced or recycled Paper 100%

As part of our Environmental Strategy, we are committed to responsible Energy Management and will practice energy efficiency throughout all of its operational location, plant and equipment, wherever it is cost-effective to do so.

We maintain a Legal Compliance “Aspects and Impacts” Register. This is reviewed every 6 months and was last reviewed on 1st March 2017. It covers:

- Air pollution
- Waste Management
- Energy Management, Construction and Buildings
- Water
- Nuisance
- Hazardous materials

Environment

We have a long-standing agile working vision that states 'Through thoughtful and inventive approaches to the way people work at DWF, we make a sizeable contribution to improving their wellbeing and enhancing the economic success of our business', and was one of the first UK law firms to champion the benefits of flexible workstyles.

Environmental & Financial Benefits: There are clear economic advantages of an agile workforce. Not only is there a lower cost to occupying less space, a significant undertaking for a traditionally paper-heavy profession, there are significant environmental benefits: encouraging individuals to go 'paper-lite' or paper-free; reducing commuting-related cost and pollution; making strategic investments in technology for collaboration and communication rather than requiring extensive employee travel across the firm's 22 office locations.

Culture: A key objective of our Agile London project was to redefine the firm's workstyle culture from the ground up and create a mind-set shift that turns 'work' from a place into an activity. The move to a fully agile office reinforces our meritocratic culture and allows us to truly 'walk the walk' when it comes to valuing a results-driven culture not defined by 'presenteeism'.

Work-life balance: It has been proven that flexible working improves productivity and motivation and allows our people to create a work-life balance that suits their individual needs.

Future Proofing: As an occupier of one of London's most high-profile buildings (Excellent BREEAM rating and occupied on a green lease), it was important that we designed the office to support growth without needing to move to new premises or splitting staff between locations.

We continue to actively engage our people to support our environmental objectives and targets and in 2016 launched an environmental network called Footprint, to encourage ideas and personal ownership of the agenda. We continue to raise awareness and understanding through:

- Dedicated pages on our intranet and Yammer (our internal networking platform)
- Noticeboards & emails on key issues
- Tool box talks on a variety of environmental and sustainability issues at home and in the office

As part of the embedding process, not only have we integrated environmental sustainability as part of our induction process, we also launched an Expectations Framework, to provide a holistic assessment of the contribution of each employee to the firm's objectives and values.

- So far, we have successfully transitioned circa 400 people to an agile workstyle
- We continue to make a significant investment in technology capability, ensuring that agile workers receive hardware like a Microsoft Surface Pro 4 with a built-in telephone, docking station, headset and portable conference phones to ensure that employees working from home or from a hot desk can still operate as effectively as before. Agile workers have also been given a number of software upgrades and applications such as Microsoft OneNote, Mitel MiCollab and Tiny Scanner
- Our London office has won a Clean City Award in relation to our environmental practices every year since 2015, achieving Gold in 2015 and 2017, and Platinum in 2016
- We achieved Bronze Standard in Business in the Community's Environment Index in 2016
- Eco Excellence Gold Standard – Preston office
- Silver Standard – Manchester Environmental Business Pledge

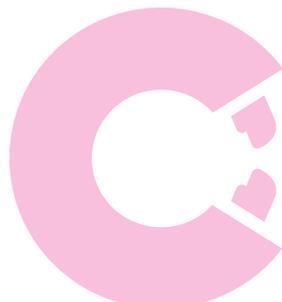
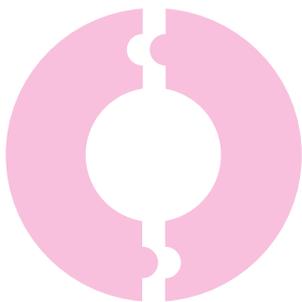
Environment

Proud of our sustainability credentials:

In conjunction with colleagues in the Insurance market we worked with the Arctic Council Governments (USA, Canada, Russia, Norway, Sweden, Denmark, Iceland, and Finland) to propose the establishment of the Arctic Marine Shipping Best Practices Information Forum, in response to the newly adopted International Code for Ships Operating in Polar Waters (Polar Code) by the International Maritime Organization (IMO). This is an important initiative for the protection of seafarers, the Arctic marine environment and the Indigenous population.

Commitments in 2017

1. Review how DWF can best use new tools, technology and modern facilities designed to sustainably support and accommodate a fast-growing employee base across 22 locations
2. Continue to engage our people to support our sustainability agenda
3. Ensure our Environmental Management System remains fit for purpose and enables a successful ISO 14001 re-certification in January 2018



Anti-corruption

Principle 10: businesses should work against corruption in all its forms, including extortion and briber

“ Over the last few years we have made good progress embedding responsible and ethical principles into the way we do business. We find ourselves still operating against a global backdrop of tough economic times and transformational change for our business and to this end, we must all commit to play our part in managing the risks that will impact the delivery of our business strategy and safeguard the integrity of our values and culture.

We have all worked incredibly hard to build our reputation as a responsible business and I am personally committed to do everything I can to protect this position.”

Andrew Leatherland, Managing Partner & CEO

Good corporate governance enables us to create sustainable value for the benefit of our clients, our people and the communities in which we live and work.

Our Compliance and Risk Management Committee advises the Board on the identification, co-ordination and prioritisation of risk management issues. A Risk Register, a traffic light based monitoring system, is continually updated so we are fully aware of our business risk status. Over the last 12 months we also established an Audit Committee to provide oversight of our financial reporting, the audit process and our system of internal controls to ensure compliance with the necessary laws and regulations.

Our risk management and governance strategy enables us to anticipate and identify regulatory outcomes and ensure compliance. Business improvement to achieve business excellence is central to our approach.

We are ISO 9001:2015 accredited and currently working towards being recognised as an Excellence organisation under EFQM. In February 2017, we launched “Excellence Week” across the business, to showcase our progress and to encourage more people to join our growing network of Excellence Champions.

We continue to take a zero-tolerance approach to bribery. Our Anti-Bribery Policy includes gifts and hospitality and helps us to protect the integrity, independence and objectivity of our business and to clarify the position of Partners and employees in giving or receiving such gifts, invitations or hospitality to ensure compliance with the UK Bribery Act and the Solicitors Regulation Authority Code of Conduct.

DWF also has Whistleblowing, Anti-Money Laundering and Counter Terrorist Financing procedures in place, and procedures to follow for reporting suspicions. We participated in the consultation to inform the Money Laundering Regulations 2017 and transposition of the Fourth Money Laundering Directive.

We provide guidance and training on an on-going basis to provide mandatory ways of working, underpinned by our values which provide a sense of common direction for our people, guiding their day to day behaviours.

DWF Whistleblowing Principles:

We expect all of our people to report the following:

- criminal activity including fraud or theft;
- a failure to comply with a legal obligation or regulatory requirement;
- a miscarriage of justice;
- bribery or corruption (e.g. accepting incentives in return for giving business, or receiving benefit);
- the endangering of an individual’s health and safety;
- damage to the environment;
- deliberate concealment of information relating to any of the above.

Commitments in 2017:

1. We will continue with our business excellence agenda to drive business improvement and increase our network of Excellence Champions
2. We will continue to review and develop anti bribery processes and procedures as our international footprint increases
3. We will continue to ensure guidance and training is available for our key stakeholders.



About DWF

DWF is an award-winning legal business with a strong reputation for excellent client service and effective operational management. DWF operates across 22 key commercial centres in the UK, Ireland, Germany, France, Brussels and Dubai.

Led by Managing Partner & CEO, Andrew Leatherland, between 2007 and 2016 we merged with and acquired nine other legal businesses with the specific areas of expertise, integrating their skills and experiences and widening our geographic reach. We have 2,670 people within the DWF group, based across 22 locations.

 **22** locations
+2,670 people

Values

Our **five values are at the heart of everything we do** and are used as a benchmark for many of our strategic decisions, particularly when growing and developing our business.

The values we uphold define and reinforce our culture and bring us together under a common framework, helping to build our reputation as a highly regarded legal business. Our commitment to these values also enables us to recruit, retain and develop the highest quality people who are experts in their fields.

Our sectors and services

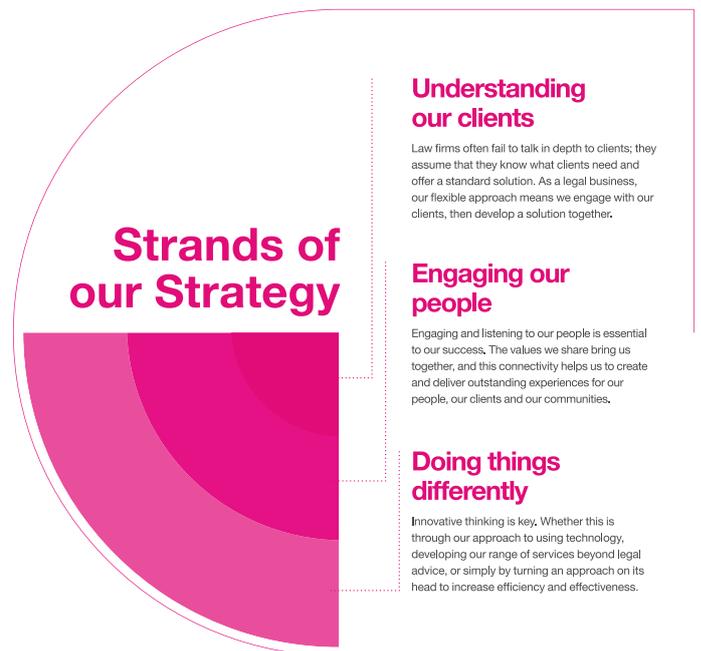
We have eight core sectors which underpin our go-to-market strategy: Central & Local Government, Energy & Industrials Financial Services, Insurance, Real Estate, Retail, Food and Hospitality, Technology, Transport & Logistics.

Our sector groups are served by six core practice groups which make up our Insurance Services Division and Commercial Services Division. Our Insurance Services Division comprises of: Catastrophic Personal Injury & Occupational Health, Motor, Fraud & Claimant Professional Indemnity & Commercial practice groups. Our Commercial Services Division comprises of Corporate Services, Litigation and Real Estate practice groups.

Our strategy

Our **firm-wide strategy is defined by three strands**, with our goal to change the business of law by making legal services a more powerful enabler of client success. We apply commercial and sector insight and making better use of technology to add value to the legal advice we give.

Recognised by the Financial Times as one of Europe's most innovative law firms, our focus is on doing things differently; to change clients' views of how astute legal services can benefit their business and ultimately improve their bottom line.



We work for 18% of the FTSE 100



We work for 32% of the FTSE 250



Go further

DWF is the legal business where expertise, industry knowledge and leading edge technology converge to deliver solutions that enable our clients to excel. Embracing our diverse skills, we gain a unique and more valuable legal perspective that can empower our clients, giving them a competitive advantage or simply delivering new solutions to old problems.

With over 2,600 people across the business, we make sure that wherever you are, wherever you aim to be, we will go further to help you get there.