



Corporate
Responsibility
2016/17
Annual Review

Our firm

As a leading international law firm working from 21 locations 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

1900

employees

30 year

relationship with
Battersea Legal
Advice Centre

Highly
Commended

Excellence in Pro Bono
at the Law Society
Excellence Awards
2016

14,123

pro bono hours recorded
internationally in
2016/17



Commended

FT Innovative Lawyers
Report 2016 for
Access to Justice

Shortlisted

'The Enterprise and Employment
Award' (Young Talent Programme)
The Lord Mayor's Dragon Awards 2016
Best Contribution
by an International Firm
LawWorks Pro Bono Awards 2016
Access to Justice Programme
Legal Business Awards 2016
Best Pro Bono Initiative
The Lawyer Leadership Awards 2016
'2016 Diverse Company Award'
Excellence in Diversity Awards



Five year

anniversary of the firm's
Young Talent Programme

Welcome from our Senior Partner

Welcome to our 2016/17 corporate responsibility (CR) review.

This is the seventh occasion on which I have written the introduction to this annual review which reports our continued commitment to corporate responsibility initiatives across the firm and once again I am both pleased and grateful for the commitment shown by so many colleagues from around our network.

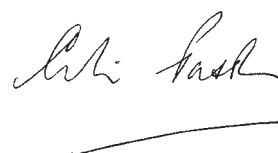
This review details many of the firm's activities in this regard, but should be seen as an overview of the highlights from another year when many individuals have given their time and professional service to support the firm's objectives in relation to CR.

In a year when we marked our 30th year of supporting the Battersea Legal Advice Centre (BLAC), I am immensely proud of the work of our lawyers through our Access to Justice Programme under the UK Collaborative Plan on pro bono. Social welfare lawyer, Diane Sechi, continues to lead the programme which delivers end to end case work for welfare benefit appeals (focusing on disability) an area of law no longer covered by Legal Aid. This year, we have been able to extend the programme to selected clients, increasing the number of vulnerable individuals who can receive this vital support.

We continue to look for ways to materially improve gender diversity within the firm and this year we have collaborated with a number of our clients and with external organisations and networks to accelerate progress. This approach has worked well and has created new and challenging opportunities. There have been detailed and ongoing discussions within the partnership about gender diversity and there is a real desire to bring about a noticeable and lasting change. While there is still much to be done, I believe we have begun to make changes within our organisation that will make a positive impact not only on the number of women to achieve partnership and to occupy senior management roles in the future, but also on the culture of our firm as a whole.

We continue to support the UN Global Compact and confirm our commitment to the initiative and its principles as demonstrated in this Communication on Progress. Over the coming year we will continue to challenge ourselves to drive further progress across all strands of our CR strategy.

Please enjoy reading about the work captured in this annual review and my thanks again to everyone who has contributed to our programme this year.



Colin Passmore
Senior Partner



Corporate responsibility

We are proud of our continuous commitment to corporate responsibility (CR) and its embodiment across the firm which seeks to govern how we operate, how we interact with our clients and each other, and how we participate and contribute to our local communities. 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

Promoting rule of law and access to justice in all the jurisdictions in which we operate.

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

2016 marked the firm's longstanding commitment to pro bono, as we celebrated our 30 year relationship with Battersea Legal Advice Centre, a clinic the firm helped set up in 1986. We celebrated the occasion with a 30 year celebration dinner during National Pro Bono Week in November 2016. We also marked National Pro Bono Week with a recognition luncheon, including a speech by Prof Sara Chandler.

We have continued our Access to Justice Programme under the UK Collaborative Plan on pro bono and our UK Access to Justice Programme received recognition with a Highly Commended for Excellence in Pro Bono at the 2016 Law Society Excellence Awards.

All 18 Simmons & Simmons offices outside of our alliance firms are currently involved in pro bono work, and in 2016/17 the firm carried out 14,123 pro bono hours. In 2016/17 the firm committed to strategic partnerships with 15 of our major pro bono clients. Additionally, the firm continues to take referrals from clearing houses including Advocates for International Development, TrustLaw, LawWorks, the International Senior Lawyers Project (ISLP) and Pro Bono Connect (in the Netherlands).

Our strategic pro bono partnerships

Acumen
Alzheimer's Research UK
Big Issue Foundation
British Red Cross
Christian Aid
Five Talents
Global Witness
NSPCC

Oxfam HK and UK
Prisoners' Advice Service
PURE Leapfrog
RNIB
Social Finance
South West London Law Centres (SWLLC)
UNICEF Netherlands

Pro bono is governed by an International Pro Bono Committee, chaired by Pro Bono Partner Richard Dyton, which meets monthly to set the direction of the Pro Bono Programme and approve new pro bono clients. In 2016 the Pro Bono Committee set the following strategy (developing from the central position in the firm's business plan):

- 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.
- To link our pro bono strategy to the broader CR strategy of responding to our clients' concerns in relation to CR.
- To support sustainable ways to alleviate poverty, consistent with the UN Sustainable Development Goal 16, and in particular the following parts of that goal:
 - 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





Our communities

We take our responsibilities to contribute to our local communities seriously, and look for ways to engage with and support organisations and individuals and 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 help people to realise their potential and develop their skills. We have a longstanding commitment to support young people in education to develop their future aspirations and assist them in their readiness for the world of work.

Young Talent Programme

Our ambitious and award-winning secondary school programme with Frederick Bremer School in Walthamstow, London has now been in place for five years and continues to develop with increased volunteer participation.

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. The programme itself consists of a series of activities and mentoring, including work experience, presentations, workshops and paid internships. We make a commitment to support these students for up to seven years – during Years 10, 11, 12 and 13 whilst they are at school and college, and, if they decide to go on to university, the firm continues to provide on-going mentoring and an opportunity for them to apply for a bursary from the firm's Charitable Foundation.

There are currently 74 students enrolled on to the programme, all of whom have completed one week of work experience at the firm. 50 students have also completed a week's paid summer internship. To date, six students have been awarded the Simmons & Simmons bursary to assist them through university.

Supporting young people in Bristol

Our Bristol office works with Envision and supports Redland Green School on the annual city-wide Community Apprentice programme under which Simmons & Simmons volunteers support 20 local students from disadvantaged backgrounds who develop community-focused projects over ten months before being assessed by the Mayor of Bristol. The Bristol office also continues to participate in a weekly reading scheme with Kingfisher Primary School to support students with lower reading abilities.

Lawyers in Schools

In our London office, we continued our long-standing partnership with both the Citizenship Foundation and a key client working on the Lawyers in Schools programme for students at Saint Saviour's and Saint Olave's School in Southwark, London. Volunteers from the firm lead small groups of students in interactive sessions about various legal issues including social media, consumer law and youth justice. These popular sessions are designed to foster debate and discussion, as well as to encourage critical thinking from the students so as to develop their 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 a Roald Dahl themed end of term summer celebration with volunteers from the programme.

The Big Issue Foundation

We continue to develop our support and collaboration with the Big Issue Foundation. For the ninth 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. This year we have collaborated with the Foundation in the delivery of our trainee induction to the firm: in March 2017, 11 trainees took part in a Big Issue Vendor Shadowing exercise across five pitches in the City of London. 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.

Fondazione Giovanni e Irene Cova – Scuola Cova

In our Milan Office, the firm assists the Fondazione Giovanni e Irene Cova – Scuola Cova, which teaches disadvantaged children technical skills and arranges work placements. The pupils are mostly newly-arrived immigrants and the school seeks to teach them some basic skills to help them to integrate into Italian society. Our role involves teaching lessons on various practical/legal subjects, which complement their other technical skills classes. There is a team of five associates involved, each doing several hours of lessons.

American School of Dubai

In our Dubai office, lawyers volunteer to be a moot court judge for a high school mooting competition at the American School of Dubai.



Clothing collections

The firm also works with non-profit organisations providing free business attire to those who need support. In the UK, we work with SmartWorks, which also provides mentoring and CV skills for women seeking work, and Suited & Booted. In 2017, the Dutch branch of Dress for Success had an urgent shortage of professional attire and colleagues across the Amsterdam office donated over 50 men's and women's suits along with many other items and accessories.

Access to Justice

Our Access to Justice Programme under the UK Collaborative Plan on pro bono continues. The programme (running with a 92% success rate) delivers end to end case work for welfare benefit appeals (focusing on disability) at the First Tier Tribunal; an area of law removed from scope by the Legal Aid Punishment of Offenders Act 2012. Social welfare lawyer, Diane Sechi, continues to lead the programme which includes managing referrals, allocating cases and providing on-going support and guidance.

Client referrals are mostly received via South West London Law Centre (SWLLC) but as the programme aims to provide assistance to the most vulnerable, other referring agencies include disability organisations such as Disability Rights UK and mental health trusts.

In the past year, 56 clients have been assisted and £103,680 has been recovered in backdated benefit awards for vulnerable individuals (with over £500,000 in advance rewards). Since the start of the programme in 2015, the total number of cases opened is 98 and the total backdated award of benefits is £193,680. Having established this Access to Justice Programme, Simmons & Simmons continues to lead the Welfare Benefit Taskforce Team (also part of the UK Collaborative Plan) and is able to share knowledge and advance good practice in this area of social welfare law. The programme has expanded to include client partnering and three of the firm's clients now provide volunteers to run individual cases.

The firm continues to support other UK Access to Justice Initiatives including the Queen Mary 'Law Centre Law for Forces' Clinic, the Battersea Legal Advice Centre Clinic, assistance to prisoners through the Prisoner's Advice Service, including a six month trainee secondment to the Prisoner's Advice Service (see below). In our Netherlands office we provide student run legal aid entities in Utrecht, Amsterdam and Leiden with educational support on aspects of consumer law. In Brussels, as part of their Bar obligations, our junior associates each also handle a number of pro bono files.



Secondment to the Prisoners' Advice Service

The Prisoners' Advice Service (PAS) is the only independent registered charity offering free information, legal advice and support to adult prisoners in England and Wales. They do this through their telephone advice line; through written correspondence; by delivering advice clinics within prisons; by training prisoners to become peer advisors; through legal casework; by publishing a quarterly prison law bulletin; and by providing information within the sector. PAS is run by 10 staff members (who together amount to around seven full-time staff). The availability of legal aid to fund prisoners' legal cases has dramatically reduced since 2013: around 80% of prison law matters are now beyond the legal aid remit.

Olivia Tattarletti, then a trainee solicitor with the firm, completed a six month secondment at PAS in 2016/17. Reflecting on her experiences in a series of internal blogs, Olivia observed:

“Once you get used to the working environment, you start to see the real wonder of the silent revolution unfolding at each person's desk. One by one, thanks to these individuals, thousands of prisoners each year are having better healthcare, are being allowed to see their families more often, are able to have an oral hearing to review their parole, are being treated equally to other prisoners, and are no longer feeling helpless due to rights violations. I left PAS on a positive note, on great terms with the team and with a newfound understanding of the ways in which, for many prisoners in an arbitrary system, their basic human rights are simply not being respected.”

Battersea Legal Advice Centre – 30 years

In 2016 the firm marked its 30th year working with Battersea Legal Advice Centre, and its umbrella organisation; South West London Law Centres (SWLLC).

To mark this occasion, the firm held a celebration dinner in November 2016 attended by current and former SWLLC employees and trustees and former and current Battersea volunteers, and secondees of the firm. The firm subsequently received a letter from Patrick Marples, Chief Executive of SWLLC, reflecting upon the pioneering work carried out by the firm:

“30 years ago you took forward the development of Battersea Law Centre... there was a clear need for good legal advice for ordinary people about every day matters [that] exceeded the law centre's capacity. You started and helped pioneer a further partnership with the law centre and Wandsworth CAB with a new type of surgery that was staffed entirely by volunteers from your firm. This new type of surgery (a departure from a general rota of volunteer lawyers) was very successful and from this, further surgeries were developed that were linked with other firms.”

Today, there are some 500 lawyers from across London volunteering with SWLLC each year.





Shelter – Advice on planning legislation

We advised Shelter, one of the most prominent housing charities in the UK, in relation to the town planning aspects of the Neighbourhood Planning Bill particularly the reform of compulsory purchase powers. Shelter believes that the complex provisions for the payment of compensation for land taken that form part of the reform of the compulsory purchase process, may be key to the assembly of land and to incentivising developers to bring forward land for housing development. The bill has received royal assent in the first quarter of 2017.

Germany

Our Frankfurt, Düsseldorf and Munich offices work with Law & Legal, one of the first German student pro bono legal advice non-profit associations by regularly reviewing the students' research and advice. Our Frankfurt office hosted students for their regular meeting in March 2017 at which a get together with our lawyers also took place allowing those attending to exchange experiences and to strengthen our relationship with Law & Legal.

The Arts

The firm continues to support the Law for the Arts programme ran by Queen Mary University (QMU) Legal Advice Centre, where a group of lawyers from across the firm supervise QMU lawyers in providing advice and guidance to artists, designers, photographers and arts entrepreneurs helping them protect, enforce and respect intellectual property rights. The year just passed has seen lawyers and students advise on a huge variety of subject matter, from a documentary on British graffiti to the design of two of David Bowie's iconic album covers. In the UK, the firm also provides advice to Help Musicians UK and The London Mozart Players Trust.

The Brussels office supports Jeugd & Muziek Brussel (JMB), a non-profit organisation, part of the global Jeunes Musicales International (JMI) network. JMB provides opportunities for children and young people to engage with all styles of music. This happens via school activities, music camps, music workshops and interactive concerts. In 2016, JMB went through a period of restructuring, and Simmons & Simmons Brussels supported them with employment advice.

Supporting local communities

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 our annual bake sale and a Christmas charity lunch.

Spain

Our Madrid office purchases and donates milk each week to Hijas de la Caridad, a charity social canteen that focuses on reintegrating people who are at risk of social exclusion, particularly immigrants, and those with mental illnesses and/or addictions.



Our workplace

We are committed to providing our people with a safe, fair and inclusive work environment. We seek continuous improvement in developing a diverse and collegiate culture in which equal opportunities are genuinely open to all.

Workplace diversity

The firm continues to support, on a pro bono basis, charities which focus on diversity and inclusion, in line with our corporate responsibility strategy.

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.

Pro bono support for diversity

From a pro bono perspective, we seek to support charities which support the firm's strong CR commitment to diversity, including Schools Out, Women for Women International, Family Watch (Madrid), and vInspired. Similarly the firm supports disability and medical related charities with pro bono legal advice including Pinklife (Brussels), London's Air Ambulance, Macmillan and RNIB (see below). Highlights this year have included:

Inclusive Leadership & Unconscious Bias training

This year we have delivered mandatory Inclusive Leadership and Unconscious Bias training to all UK partners and colleagues. The training sessions, delivered in person by external facilitators, covered all diversity strands and linked to the firm's values and business plan, resulting in individual commitments and a call to action. Sessions included discussion about unconscious preferencing, developing work relationships, parity in work allocation, challenging non-inclusive behaviours, harnessing diversity and the importance of being able to bring your whole self to work.

Gender balance

"We have good engagement and support in place to address our gender balance challenges and opportunities. We continue to focus on leadership accountability as well as facilitating promotion of our female colleagues into the partnership. Over the coming months we will focus on developing our female colleagues earlier on in their careers, ensuring our approach is sustainable".

Mahrie Webb, UK Gender Balance Partner

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 and in senior management roles. This remains a priority business issue and we continue to embed gender intelligence into our everyday processes, focusing on leadership and development and critically, mentoring and sponsorship. We consult with our colleagues via a partner gender balance steering committee, an associate gender balance steering committee and our women's network, The Number One Club (TNOC), to identify and create new opportunities for innovation in our approach. We continue 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.

We realise that this issue is greater than our firm alone and over the last year we have collaborated with a number of our clients and with external organisations and networks to accelerate progress. This approach has worked well and has created new and challenging opportunities.

We are committed to improving gender balance and are encouraged by our progress but we recognise that we still have a long way to go to ensure greater female representation across the firm.

We have also hosted a number of gender diversity focussed conferences including the First 100 Years project annual conference. The project marks the 100 year anniversary of the first UK female lawyer in 2019 and the WeAreTheCity WeAreFutureLeaders conference, supporting women in early leadership positions to develop their skillset as they progress to future leaders.



Flexible working

We offer formal and informal flexible working to all colleagues including working from home. We were the first international law firm to implement flexible hiring and we encourage discussion about flexible working with candidates from the outset for all UK roles. We continue to partner with Timewise, a recruitment agency specialising in part-time jobs and flexible work arrangements.

In February 2017, we hosted and participated in a 'Gender in Law' panel discussion event by My Family Care and Fides in London. The panel discussed a range of subjects including the competitive advantage of gender diversity for law firms and top tips for successful flexible working.

Über den Tellerrand kochen – “Kitchen on the Run”.

A team from our Munich office advised “Über den Tellerrand kochen“ or “Kitchen on the Run”, on a project in which a shipping container remodelled into a mobile kitchen and dining space, travelled through Italy, France, Germany, the Netherlands and Sweden from March until August 2016, and hosted a group of 15 to 20 refugees and locals every day giving them the opportunity to share food, recipes and stories around a kitchen table. We advised the project on intellectual property and design issues including the layout of the container and the design of furniture created specifically for the project. See <https://youtu.be/Q1WY1T9-L1U> (German with English subtitles).

Royal National Institute of Blind People (RNIB)

The RNIB is one of Simmons & Simmons' key pro bono partnerships. In the past year we have carried out pro bono work for the RNIB in relation to ICT related partnership agreements, dispute resolution and disposal of assets.

Our largest piece of work for RNIB has been on the development and nationwide roll-out of accessible smart meters for the blind and partially-sighted. Our team advised RNIB on licensing its existing text-to-speech functionality, intellectual property and the ownership of the visual and tactile functionality which would be developed for the smart meters. After two years of negotiations, the project is moving forward and RNIB-approved smart meters should be in homes across the country in the not-too-distant future.

Diversity events

In February, we held our fifth annual LGBT graduate recruitment event, LGBT in the City, which we co-hosted this year with the Barclays Legal Diversity and Inclusion Team. We invited LGBT students from across a number of UK universities, to a session at the firm to learn about the experiences of LGBT leaders and role models; to discuss issues of coming out at work; and the correlation between workplace attitudes to sexual orientation, gender identity and career progression; and to explore graduate opportunities and take part in networking.

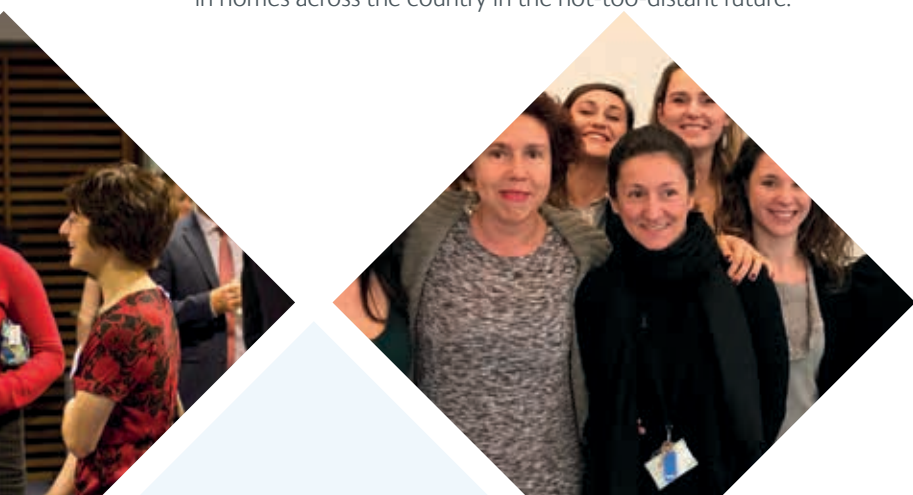
In 2017, Simmons & Simmons will join the 'Sticks & Stones' LGBT recruitment fair in Berlin for the fifth time. At the predecessor event, 'MILK', Simmons & Simmons was the first ever law firm to participate in an LGBT recruitment fair in Germany.

Since 2014, Simmons & Simmons Germany has been a proud member of both the Charta der Vielfalt (diversity charter) and Pride 175. Both are well-known associations who campaign for a culture of recognition, appreciation and integration of diversity into Germany's business culture.

Following our first diversity event in Düsseldorf in 2015, our Düsseldorf office hosted two such events in 2016. The first event was a panel discussion on the “Compatibility of Family and Work” with key clients invited as guest speakers and guests. In November 2016, another panel discussion was hosted on “Ethnic Diversity – a normal part of our day-to-day life or still challenging?” and the event was attended by clients and the legal press.

In addition, this year our Amsterdam office supported the Dutch foundation Stichting Forward, a foundation with the objective of promoting LGBT acceptance, acknowledgement and visibility within the Dutch legal profession. A partner in Amsterdam supports the foundation as a supervisory board member on a pro bono basis and the team has provided an annual donation to support the organisation.

In April 2017, our London office hosted a conference for the CBI (Confederation of British Industry) focused on boosting growth through inclusive workplaces at which Dr Anne Sammon, Managing Associate and author of the firm's blog on workplace rights for parents, participated in a panel discussion on embedding an inclusive culture.



Diversity 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. We are also a member of the Gender Network of Networks (TNON).

Spotlight: Firing Up Feminism

In July 2016 the firm hosted a 'Firing up Feminism' workshop for women at our London office, led by Stella Creasy MP. This was a joint initiative between TNOC and the Young Talent Programme to bring together our gender balance and community outreach initiatives. We wanted to support, inspire and develop the career aspirations of participating female students through engagement with a group of professional women with whom they would not ordinarily interact. The workshop was attended by partners, colleagues, Frederick Bremer students and clients of the firm.

Spotlight: SPARK21 Conference

TNOC hosted the annual conference for the First 100 Years Project which aims to inspire future generations of women to our sector. There was a series of panel debates at the one day conference held in London and chaired by Dame Jenni Murray, including talks from women leaders in law, debate about the role of men in women's equality and lessons from other professions. The conference culminated in the announcement of the Inspirational Women in Law Award presented by the Secretary of State for Justice, Lord Chancellor Rt Hon Liz Truss MP.

Spotlight: PANDA University Law, Munich

Simmons & Simmons Germany participated in PANDA University Law, the first career contest and networking event of its kind for female lawyers in Germany.

LGBT Network

We were proud to contribute, along with the Straight Allies Network, to the firm's achievement of recognition as a Stonewall Star Performer for the third year running in the Stonewall's annual Workplace Equality Index. We are the only law firm to achieve this accreditation, the highest accolade given by Stonewall, and we have been named on the Star Performer list in the UK since its inception. We were also recognised as a Top Global Employer by Stonewall in 2016.

Spotlight: London Bisexual Network (LBN)

In November 2016, the firm hosted the launch of the newly formed LBN. The cross industry group was been set up by individuals from the legal, banking, insurance, and professional services sectors with the aim of providing education, visibility, and community to bisexual professionals within the City. The launch event consisted of a lively panel discussion and Q&A with high profile members of London's bisexual community, followed by a networking session.

Spotlight: Brighton Stonewall Equality Walk

Last year, a number of our colleagues and suppliers took part in the Brighton Stonewall Equality Walk, which aims to raise funds for Stonewall to send LGBT role models into schools. Our team led the way as one of the top fundraising firms and wore rainbow shoelaces to visibly demonstrate their support for LGBT equality.

"I am immensely proud to lead the firm's LGBT efforts, particularly as we remain the only law firm to be ranked as a Stonewall UK Star Performer organisation. We continue to collaborate with colleagues across our network of offices, and with external organisations, as we seek to foster greater inclusion for all LGBT colleagues, firmwide and within our profession more broadly."

Deian Rhys, Chair, International LGBT Network

Straight Allies Network

Over the past year, our Straight Allies Network has remained focused on expanding its reach to our international offices, raising external awareness, and has continued to work alongside the LGBT Network.

Colin Passmore, the firm's Senior Partner and Senior Straight Ally moderated a panel discussion at OUT Leadership's Europe Senior Leader Summit on regional innovation and learnings from Asia and the Middle East.

Spotlight: Video: What is a Straight Ally?

The firm produced a video featuring international members of the Straight Allies and LGBT Network speaking about the role and impact of Straight Allies and why others should feel encouraged to join the Straight Allies Network. The video was posted on the firm's graduate YouTube channel and is available at youtube.com/watch?v=Xu9_PgpMRw4.

"Straight Allies are a very valuable commercial tool in developing business relationships with our clients, existing and potential... and it is about leaving this firm in a much better and stronger position for future generations."

Sascha Kuhn, LGBT partner champion in Germany

Multicultural Network

The Simmons & Simmons Multicultural Network launched in 2016 to promote cultural, social and educational diversity and to provide a support platform to celebrate and discuss ethnicity in the workplace. The network held a successful panel discussion launch event with speakers from some of our key clients, and representatives from the Law Society, Aspiring Solicitors and the Head Teacher of Frederick Bremer School.

NOTICED

As one of the founding members of NOTICED (Networking Opportunities To Integrate, Celebrate and Educate on Diversity), and as Secretary to the network, we continue 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 support the firm's collection of contemporary art and to provide more opportunities for partners and colleagues 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.

Spotlight: Art with Frederick Bremer School

Our partnership with Frederick Bremer School has allowed us to work with the school's art department to inspire students and share works of art that they would not normally have the opportunity to see and discuss. Over the past year we have hosted an exhibition of artwork by year 11 students on the theme of identity.

"This has been a real inspiration for everyone! Having this fantastic opportunity to exhibit the student's art work in this venue is a one-off experience. Frederick Bremer Art GCSE students are extremely lucky and are all incredibly thankful for Simmons & Simmons' effort and hospitality to make this possible."

Ali Paine, GCSE Art & Design Teacher, Frederick Bremer School

Spotlight: Hong Kong Art Network

Over the past year the Art Network in Hong Kong created and circulated monthly bulletins entitled "Right Minded Post" to colleagues so as to start a dialogue on arts, culture and design. Efforts are also underway to acquire artwork to display in our Hong Kong offices to support Asian artists.

Muslim Network

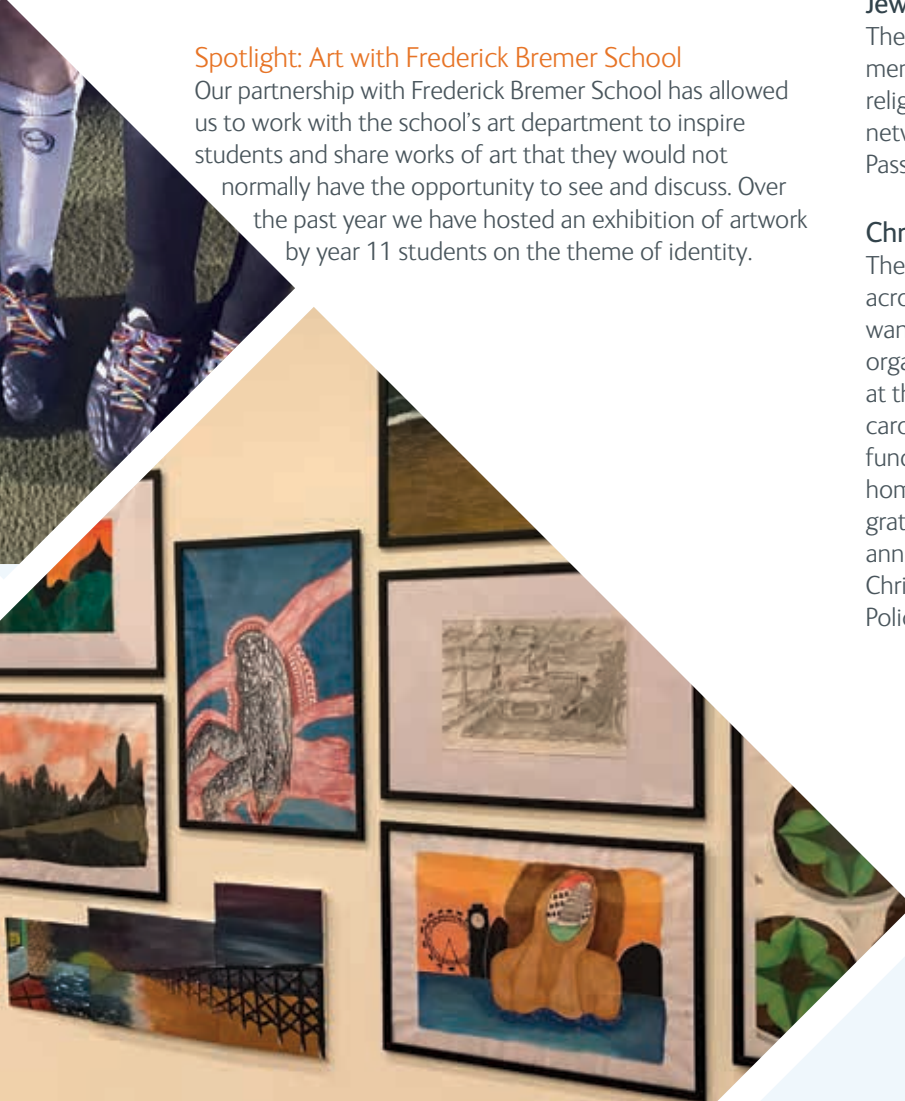
The International Islamic Community rebranded this year as the Muslim Network and successfully hosted the first Inter-Muslim Networks roundtable. There was discussion on the growth of islamophobia in the UK and Europe and the event was attended by members of some 15 Muslim Networks from across London and further afield. The Networks pledged to work together and collaborate on various issues, including mentoring aspiring City professionals, professional networking and efforts to counter Islamophobia.

Jewish Network

The Jewish Network has organised social events for network members and friends of the network to celebrate the major religious festivals in the Jewish calendar year. This year the network organised a lunch gathering during the festival of Passover.

Christians in Simmons

The Christians in Simmons Network supports Christians across the firm and provides information to those who want to learn about the Christian faith. The network organises the firm's carol service at St Margaret Lothbury: at the end of 2016 many colleagues (and alumni) sang carols, listened to the Simmons & Simmons choir and raised funds for Providence Row, a charity helping and supporting homeless and vulnerable people. The network remains grateful to Rev. Jeremy Crossley for his partnership in this annual event. We continue to partner with The Lawyers' Christian Fellowship and recently hosted a talk on Public Policy and Law Reform.



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.

The firm continues its strong support of charities which promote environmental sustainability, including by providing significant pro bono support in this area.

Legal Response Initiative (LRI)

LRI provides free legal support to poor and particularly climate vulnerable developing countries as well as civil society observer organisations. The firm has hosted the LRI since 2009.

Two lawyers at the firm, Olga Hancock and Olivia Tattarletti attended the UN Climate Conference in Bonn in May 2016, to advise Least Developed Country (LDC) and Climate Vulnerable Country delegates on the Implementation of the Paris Agreement. In September 2016, the firm also hosted a joint event run by LRI and the Climate and Development Knowledge Network (CDKN) on legislating the Paris Agreement, attended by senior UN Officials and negotiators. In November 2016 several of the firm's lawyers and trainees participated in the LRI Situation Room, where volunteers provided assistance to liaison officers on the ground at UN COP 22 in Marrakech with legal research and queries. The firm subsequently provided advice on financing arrangements under the Paris Agreement to a group of LDCs.

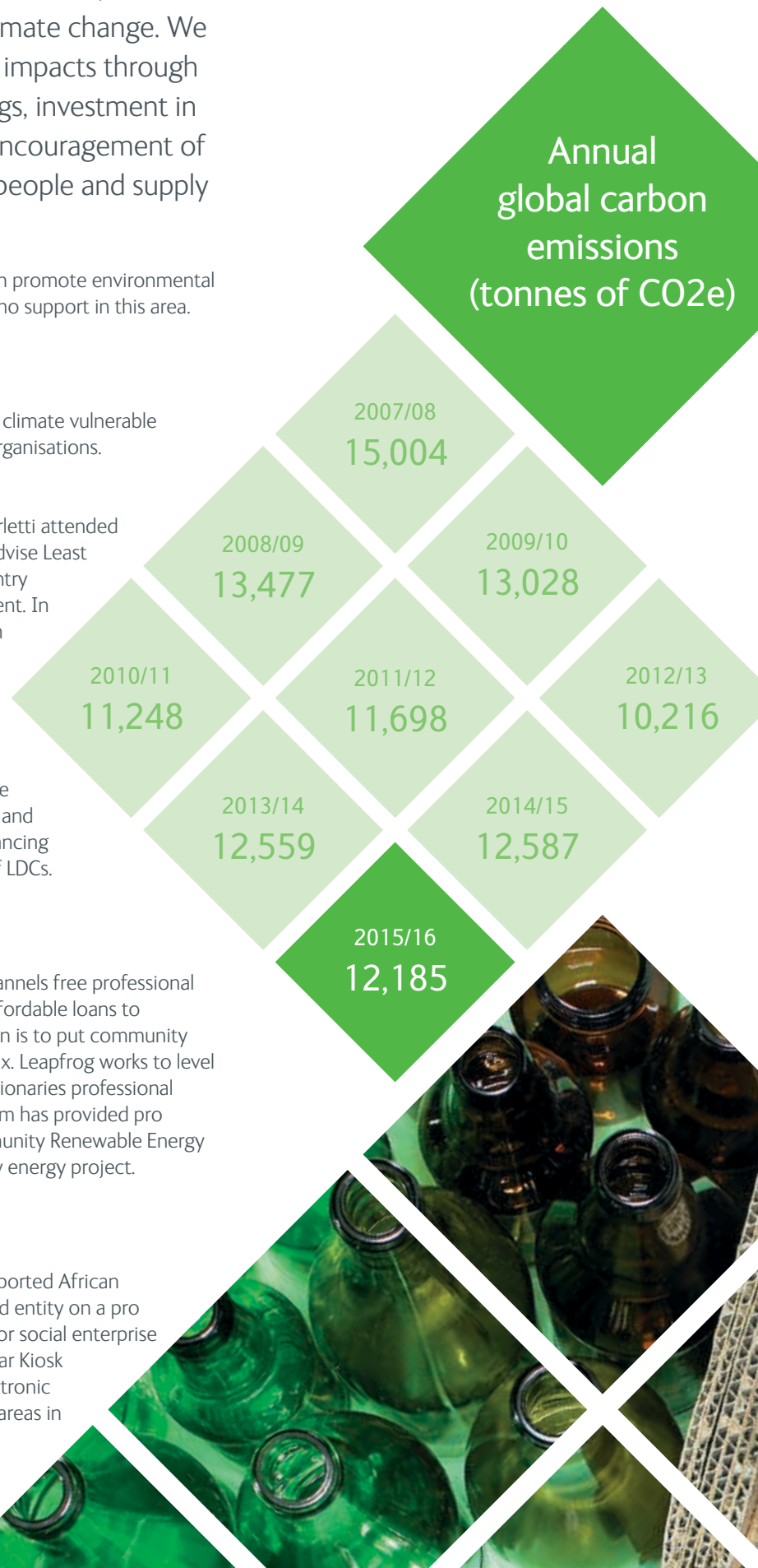
Pure Leapfrog

PURE Leapfrog is a unique business-led charity that channels free professional advice into carbon reduction projects, and provides affordable loans to community energy projects. Leapfrog's long-term vision is to put community energy at the heart of the future sustainable energy mix. Leapfrog works to level the playing field by offering community energy revolutionaries professional support and affordable finance. In the past year the firm has provided pro bono assistance to PURE Leapfrog in relation to Community Renewable Energy Wandsworth Limited and the Million Lights community energy project.

African Renewable Energy Distributor

Specialist TMT lawyers from our Dubai office have supported African Renewable Energy Distributor (ARED), a Rwandan-based entity on a pro bono basis on advertising agreements and templates for social enterprise and digital advertising initiatives. ARED has a Smart Solar Kiosk solution using clean energy to lay down a path for electronic vouchers, mobile money & internet to urban and rural areas in East Africa.

Annual
global carbon
emissions
(tonnes of CO₂e)



Emirates Environmental Group

The Emirates Environmental Group (EEG) is the first environmental NGO in the world to be ISO 14001 certified and the only organisation of its kind in the UAE with accredited status to the United Nations Convention to Combating Desertification (UNCCD) and the United Nations Environmental Programme (UNEP). The overall objective of EEG is to contribute positively to the advancement of sustainable development in the UAE. The firm has assisted EEG on various commercial agreements to assist with specific campaigns and experiential initiatives around mobile phone, can, battery cell and paper recycling.

The Ocean Cleanup

The Ocean Cleanup is an international non-profit organisation founded by Boyan Slat and based in the Netherlands that develops advanced technologies to rid the world's oceans of plastic. Our Amsterdam office has advised The Ocean Cleanup on various legal matters, including issues of contract law in relation to the development and implementation of technology and (international) partnerships and cooperations, and on restructuring its organisation. The Ocean Cleanup aims to launch its first operational pilot system in Pacific waters late in 2017 and to begin the full-scale cleanup of the Great Pacific Garbage Patch by 2020.

Global Witness

Our Brussels office helped Global Witness with EU regulatory advice and assistance on the content and format of a proposal to the European Commission for interpretative guidance on the EU Timber Regulation in relation to conflict-related risks.

Carbon Neutral +

Simmons & Simmons has been dedicated to offsetting its carbon footprint annually since 2006. Last year we purchased VCS and Gold Standard certified carbon credits through our CR partner, PURE Leapfrog, to offset 12,185 tonnes of carbon dioxide equivalent produced by our global network of offices.

This is a decrease of 3.2 percent on last year's absolute figures and is a 19 percent reduction on the baseline set in 2007/08.

Carbon offset projects

This year we have chosen three technology projects, in Sudan, India and Indonesia, to offset our carbon emissions; all of which have both environmental and social benefits.

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

This UN award winning project addresses climate change, desertification, health, female emancipation and a range of social issues in Sudan. According to the World Health Organisation, prolonged exposure to biomass smoke is a major health risk, contributing to acute respiratory infections and other ailments in children. This project helps to improve household health by replacing traditional cooking methods (burning wood and charcoal inside the home) with low smoke LPG stoves. The project contributes to climate change adaptation efforts by reducing reliance on dwindling forest resources.

Wind Power Generation, India (VCS)

This bundle of wind power projects are based in various states of India that are traditionally reliant on fossil fuel generated electricity. Construction and operation of wind power projects create jobs in the area for local residents. The development of these projects create new infrastructure, benefitting the local community through new roads and other amenities, and improving access to markets. Wind power technology facilitates climate change mitigation and adaptation because this low-impact technology generates renewable, clean and reliable electricity.

Geothermal Power, Indonesia (VCS + CDM)

This project generates energy using natural hot spots from a geothermal field covering 12,960 hectares. Greenhouse gas reductions are projected at 794,000 tonnes per annum, equivalent to the electricity consumption of approximately 303,000 UK homes. This project shows the impact that commitments to carbon neutrality can make to addressing climate change. Unlike intermittent renewable energy sources, such as solar, geothermal offers a sustainable base load of renewable energy to displace large coal-fired power plants. More than 3,000 scholarships have been granted to local students, and a programme has been set up to reward teachers with good teaching skills. The project also provides a range of free medical treatments, as well as a complete check-up for local senior citizens.

Carbon Neutral +

As part of our forward-thinking arrangement with PURE Leapfrog, we have also used funds from our Carbon Neutral + programme to support a UK project, Energy Local, which allows local renewable energy owners to share their surplus power locally and simultaneously lower energy costs for home owners in deprived communities.

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. We have a Human Rights Policy which we expect all partners, employees, consultants, contractors or third parties to adhere to in their dealings on behalf of the firm.

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.



Modern Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our trained and experienced HR department oversees recruitment of office candidates, and ensures that appropriate checks are carried out before taking on new colleagues.

Once at Simmons & Simmons, colleagues are protected by our comprehensive range of policies which reflect our commitment to acting ethically and with integrity at all times. Relevant policies, which are firmly entrenched in the way we do business, include:

- Human Rights Policy
- Diversity & Inclusion Policy
- Ethics Policy
- Bullying And Harassment Policy
- Grievance Procedure
- Anonymous Whistleblowing Hotline
- A Health and Safety Policy Statement, and Procedures

Simmons & Simmons only deals with reputable and well-established suppliers of goods and services, and carries out risk-based due diligence on its suppliers. Our checks on the human rights records of all potential new clients would also identify any instances of modern slavery.

We created a group this year to assess the main areas of modern slavery risk within the firm's global operations, and to take actions to mitigate those risks. In particular, the group, of which both the firm's General Counsel and Senior Partner are members, will consider its supply chain, and whether there are any particular locations or category of supplier which present a higher risk of modern slavery, and where more therefore needs to be done to combat modern slavery.

Human Rights Policy

The firm became a signatory of the United Nations Global Compact on 09 August 2011. We fully support the UN Global Compact's ten principles in the areas of human rights, labour, the environment and anti-corruption and are committed to building the principles into our policies, operations and culture. The Global Compact gives us an opportunity to benchmark our corporate responsibility activities and to create consistency with our clients' corporate responsibility standards. We have a Human Rights Policy which we expect all partners, employees, consultants, contractors or third parties to adhere to in their dealings on behalf of the firm.



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.

Spotlight: Embedding LGBT equality into procurement practices and supply chain management

As a Stonewall UK Star Performer, we have created an external best practice guide about embedding LGBT equality into procurement processes and supply chain management. The guide details the steps we have taken to engage with our suppliers on CR & diversity initiatives and includes top tips for organisations seeking to build stronger relationships with their supply chain.

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.

These charities and NGOs include: European Centre for Constitutional and Human Rights (Frankfurt), Central London Samaritans, Coordinadora de Ong Para el Desarrollo (Madrid), Cáritas Madrid, Medair (Dubai), Reporters Without Borders (Luxembourg), TRACE International (Doha and Dubai), Oxfam Hong Kong (including assistance in opening its Taiwanese operation), the Natural Resources Defense Council, and the George Institute (the last two on setting up in China under the new PRC NGO Management Law).

Social Investment & Social Impact Bonds

Acumen

Our Dubai office is a pro bono legal advisor to Acumen, Inc., a public charity registered in New York with a mission to change the way the world tackles poverty by investing in businesses, leaders and ideas. Acumen's investments have impacted over 100 million people and Acumen's investee companies try to solve some of the world's toughest social problems. We have advised Acumen on a number of matters, including advice as to how to market social impact investment funds and engage consultants in the Middle East.

Social Finance UK

Our London office advised Social Finance UK, on a pro bono basis, on the world's first social impact bond on mental health and employment as part of its Health and Employment Partnerships programme. The project is focused on scaling an evidence-based service called Individual Placement and Support (IPS), which supports people with severe mental health illness into paid employment.

The firm played a critical role in setting up the legal structure, supporting the investment of capital from Big Issue Invest, and developing a network of contracts with local councils and Clinical Commissioning Groups in three areas of London and the West Midlands. Social impact bonds bring in external, socially-motivated investment to pay for services that deliver better outcomes for individuals and reduced costs for government. The model is emerging as an exciting and innovative way to finance solutions to complex social issues.



European Venture Philanthropy Association (EVPA)

Lawyers in our Frankfurt office prepared a comprehensive report at the EVPA's request looking at the German tax, corporate and governance framework of corporate social investments by German corporate public benefit foundations in order to identify the bottlenecks, pitfalls and barriers for future collaborations between corporations and corporate public benefit foundations in Germany. The report serves as a blueprint for similar legal studies in other European jurisdictions.

Renaissance Institute

Our London and Singapore offices assisted the International Senior Lawyers' Project (ISLP) and the Renaissance Institute by providing inputs on the digital financial inclusion and interoperability of payment services in Myanmar to support the development of an enabling and protective regulatory environment for mobile financial services there.

Go4It

Go4It a project which involves a social enterprise offering seed funding through convertible loans to students studying MBAs in business schools in the US, Europe or other developed countries so as to encourage them to return to their home countries as entrepreneurs. Our Luxembourg office provided advice in relation to the set-up of a Luxembourg Special Limited Partnership, and related tax advice and analysis with respect to regulatory constraints applicable to the issuance of convertible debt

Impact Investment Exchange

Impact Investment Exchange is a not-for-profit entity which focuses on helping early stage companies focusing on social enterprises secure early stage funding from investors. Our Singapore office assisted Impact Investment Exchange on an innovative employee share option scheme.

International human rights

Migrant Workers Rights Network (MWRN)

Our Singapore office assisted the MWRN, a non-government association in Thailand that works with migrant workers from Myanmar, to analyse the working conditions of workers from a poultry farm. We helped MWRN by researching complaints and cases on forced labour as defined in the ILO's Forced Labour Convention 1930 (No 29) and analysing the conditions of the workers. Our analysis has been used by MWRN to lobby both the Thai and foreign governments in relation to this case and to improve the working conditions of workers in the poultry industry generally.

Fundacion Xaley

Our Paris office carried out an analysis of Senegalese legislation on the rights of children, including laws providing the rights of children and law protecting them against all forms of abuse. Based on our analysis, the association will establish a document in a simple format (and making use of pictures) in order to inform children (from eight to twenty years old), of their rights directly.

UNICEF





We are legal partner for UNICEF in the Netherlands. In the past year we have rendered advice and support on all aspects of their work in the Netherlands, including amongst others funds, data protection issues, regulatory issues, employment issues, corporate governance, confidentiality agreements and partnership contracts.
















Progress in 2016/17


Focus	Target	Progress	Outcomes	
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.	64 students are enrolled onto the Young Talent Programme. The third Young Talent Programme bursaries have been awarded to two Year 13 students effective September 2017 to assist them through university. A total of six students are now recipients of the Simmons & Simmons bursary. We have continued to strengthen and embed our relationship with Frederick Bremer School and have collaborated with our clients to support the students in shaping their future career paths.	
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	The Access to Justice Programme is now well established. Training continues on a case by case basis but as the Programme continues to expand, knowledge is also disseminated internally by volunteers. The Programme continues to be the only model of its kind within the Collaborative Plan and is used as a benchmark for others. It is now known as the 'Simmons & Simmons model'. Partnering relationships have been developed and three financial institution clients provide volunteers to carry out individual case work.	The Programme has taken on 98 individual cases with 80 having concluded. The success rate is over 91% and a total of £193,680 has been achieved in backdated disability benefit awards. Taking advance awards into consideration, the total achieved is over £500,000. Nine individual cases have been taken on by volunteers from the firm's clients. Of these, seven have concluded all with successful outcomes for the clients.	
	Link our pro bono strategy to the broader CR strategy of responding to our clients' concerns and priorities in relation to CR	Partnered with six of the firm's major clients on pro bono projects.	Partnered with clients in London, Paris, Germany, Hong Kong, the Middle East and Singapore on pro bono projects.	
	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 	Developed pro bono practice in Africa, Middle East and South East Asia focussing on human rights and social impact investment work.	See Pro Bono work in Environment and our Business sections.	

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 4.5%.	
	Minimise material use, utilise recycling options internally and source recycled products where appropriate	Reduce waste to landfill by 5% year-on-year.	Waste to landfill increased by 5% (London).	
	Reduce activities identified as causes of pollution or environmental nuisance	Reduce consumables by 5% year-on-year.	Consumables reduced by 7% in London. (key metrics used are purchased A4 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. Externally promote the firm as an employer of choice for women in order to increase the number of female lateral partner appointments.	<ul style="list-style-type: none"> ■ 25% of internal partner promotions were women ■ managing associate promotions announced July 2017 ■ 32% of lateral partner hires were women 	
	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.	Mandatory Inclusive Leadership and Unconscious Bias training has been to delivered to all UK partners and colleagues.	
		Develop firmwide approach to LGBT equality. Retain Stonewall Star Performer status in the UK and Top Global Employer status internationally.	We achieved Stonewall Star Performer status in the UK for the third year running. We achieved Stonewall Top Global Employer status for the first time in 2016.	
		Exclude bias (on the grounds of gender, sexual orientation, race, disability or flexible working status) from annual performance cycle and promotion process.	All processes are reviewed and free of bias. Partners are held to account as part of the promotion and salary review process and ongoing performance management.	
		Ensure each office has a communicated flexible working policy.	25% of our offices have a communicated flexible working policy. 40% of our offices support informal flexible and remote working.	
		Develop partnering and collaboration opportunities with clients and suppliers on shared diversity & inclusion objectives.	Our employee-led network groups have continued to seek out opportunities 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 2017/18

Focus	Target	Action
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme	Recruit seventh cohort of Year 10 students and develop initiatives and processes for students in Year 13 and higher education
Pro bono	Consolidation of existing partner relationships.	Work to embed and expand firm's 15 pro bono strategic partnerships.
	Work to achieve pro bono strategy in relation to access to justice and rule of law globally.	Work with 16 non UK offices to further develop pro bono engagement and relationships.
	Develop a revised pro bono target for inclusion in the forthcoming firm's business plan.	Work with Business Development team to align pro bono with firm's business plan.
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, inclusive culture across the firm where all our people can thrive, regardless of background or circumstances	Deliver mandatory inclusive leadership and unconscious bias training to 50% of our offices outside of the UK Sustain firmwide approach to LGBT equality. Retain Stonewall Top Global Employer status. 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 further 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

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A list of members and other partners together with their professional qualifications is available for inspection at the above address.



Our 2016/17 CR Award Winners

Contribution to pro bono

International Human Rights and Development
Winners: Richard Binns, Nicholas Fischer and Stephen Lock
Highly commended: Victoria Channing

Supporting Social Responsibility

Winner: Erin Rose / Highly commended: Jack Simmons and Richard Binns

Access to Justice

Winner: Joe Snape / Highly commended: Candice Nichol

Contribution to diversity

Winners: Sascha Kuhn and Sara Aslam

Contribution to social inclusion

Winner: Paul Tjiam
Highly commended: Margaret Dunning

Contribution to environment

Winners: Robert Allen
and Tristan Lundberg

Judges:

Paul Loftus, Barclays
Sharon Blackman, Citi
Edward Sparrow, City of London Law Society
Phil Jew, Citizens Advice, Wandsworth
Jim Haywood, Legal Sustainability Alliance
Colin Passmore, Senior Partner
Richard Dyton, Pro Bono Partner

