

Simmons & Simmons

Corporate Responsibility

2017/18 Annual Review

OUR FIRM

As an international law firm working from 22 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 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.



1,900
EMPLOYEES



22
LOCATIONS
WORLDWIDE



16,145
PRO BONO HOURS RECORDED
INTERNATIONALLY IN 2017/18



years

SUPPORTING
THE BIG ISSUE FOUNDATION

10

year

ANNIVERSARY OF
THE NUMBER ONE CLUB

**THE BIG
ISSUE
FOUNDATION**

The  Club
Simmons & Simmons



CHRISTOPHER PASSMORE
SENIOR PARTNER

Welcome to our 2017/18 corporate responsibility (CR) review.

This annual review reports our continued commitment to corporate responsibility initiatives across the firm.

I am sure I have said this before, but even if I have, I make no apologies for repeating myself: because I need to say again that I never cease to be extremely pleased about the extent of our firmwide CR engagement and this year is no different. I am quite stunned by the sheer amount of CR activity undertaken by so many colleagues at all career levels across the network and I am very grateful for their contributions to such an extraordinary range of innovative activities.

This review encapsulates the highlights of another year when many individuals have given their time and professional service to support communities, organisations, and people across the world.

We continue to measure the impact of our business operations within our workplace and within the local communities in which we operate across the key strands of: pro bono; social inclusion; diversity & inclusion; charitable giving and environmental sustainability. We have made good progress in recent years and I believe strongly that continued collaboration with our clients, suppliers and external organisations will further accelerate progress.

I would like to highlight a few of our significant achievements this year.

- The increased participation and success of our Access to Justice Programme under the UK Collaborative Plan on pro bono. Launched in 2015, the programme delivers end to end case work for welfare benefit appeals, focusing on disability, an area of law no longer covered by legal aid. The programme has captured the interest of our partners, our colleagues and our clients who have given their time to support this important work which has impacted so positively on a number of vulnerable individuals.
- We are hugely encouraged to have been ranked in The Times Top 50 Employers for Women for the fifth year. We remain committed to improving the gender diversity of the firm, striving to provide the best platform for female progression. We know that it will take time to change the overall composition of the partnership but I am confident that the steps we are taking to improve and strengthen the pipeline of talented women at each career stage, will lead to long-lasting progress and positively benefit the inclusive culture of our firm.
- The eradication of a number of single use disposables from our London office. We have entirely removed plastic cups, straws and vending machine coffee cups throughout the office, with plans in place to eliminate all single-use disposables over the next year.

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 achieve more to support the firm's objectives in relation to CR.

Please take the time to look at the inspiring work captured in this annual review and my thanks again to everyone who has contributed to our programme this year.

INTERNATIONAL PRO BONO PROGRAMME



RICHARD DYTON
CHAIR OF INTERNATIONAL
PRO BONO COMMITTEE

Eighteen of our 22 offices are currently involved in pro bono work and in 2017/18 we carried out 16,145 pro bono hours. 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.

Our programme focuses on providing advice to individuals and organisations in the following areas:

Access to Justice and advice to individuals:

- Disability benefits appeals.
- At clinics including the Battersea Legal advice centre, the Queen Mary Legal Advice Centre and De Klinik (Netherlands).
- To prisoner's through the Prisoner's Advice Centre letter writing scheme.

Social and environmental responsibility:

- Ongoing corporate advice to charities and NGOs, which are approved by our Pro Bono Committee, including our 15 strategic partners.

Alleviate poverty through the Rule of Law. We advise:

- NGOs on areas such as microfinance and social impact bonds.
- NGOs in relation to international human rights including land rights, children's rights, migrant worker's rights, human rights defenders and international humanitarian law.
- Least developed and climate vulnerable counties in the UK Climate Change negotiations through the Legal Response Initiative.



16,145

PRO BONO
HOURS RECORDED



18

OFFICES
INVOLVED IN
PRO BONO WORK

OUR COMMUNITIES

We are committed to providing opportunities that assist people to realise their potential and develop their skills.

A closer look:

The Young Talent Programme

The programme is designed to raise aspirations and access to the legal profession.

Each year, twelve year 10 students are selected to participate in the seven year programme which includes a range of activities including work experience, skills sessions, presentation work and a paid internship.

The programme is now in its sixth year with 86 students currently enrolled, with 100 internal volunteers supporting the programme year on year.

Highlights for 2017/18:

- **TWO STUDENTS** had the opportunity to undertake their internship at BlackRock.
- To date, **SIX STUDENTS** have been awarded the Simmons & Simmons bursary to assist them through university.
- In April 2018 students were invited to attend an open day at the **LONDON SCHOOL OF ECONOMICS** to better understand higher education choices.

“I am very pleased with the achievements of the programme to date. It is a pleasure and a privilege to work with the Frederick Bremer students and I hope the firm’s involvement plays some part in positively shaping their future career and work aspirations.”

MARK CURTIS, Partner, Governor of Frederick Bremer School

“Simmons & Simmons has had a massive impact on my academic success so far, my self-belief and aspirations for the future, giving me support and guidance from sitting my GCSEs all the way up until graduating from university later this year.”

REBECCA RUMBLE, the first female beneficiary of the Simmons & Simmons bursary



SUPPORTING LOCAL COMMUNITIES ACROSS OUR INTERNATIONAL NETWORK

THE BIG ISSUE FOUNDATION

We have supported the Big Issue Vendor Development Programme for 10 years. This year, 36 trainees took part in a Big Issue Vendor shadowing exercise across five pitches in the City of London.

“I found the experience completely eye-opening. I was really glad to learn about my vendor’s experience and how the Big Issue works.”

AYOMIDE SANWO, Trainee Solicitor, Simmons & Simmons



MADRID: HIJAS DE LA CARIDAD

We purchase and donate milk each week to the social canteen, which reintegrates people who are at risk of social exclusion, particularly immigrants, and those with mental illnesses and/or addictions.



AMSTERDAM CARES

A large tutoring programme lasting eight months, supporting high school students from disadvantaged backgrounds one night a month to help them with their homework.



MILAN: FONDAZIONE GIOVANNI E IRENE COVA – SCUOLA COVA

Volunteering by teaching practical and legal subjects to disadvantaged teenagers, to help integrate students into Italian society and arranging work placements.



DUBAI

During the Holy Month of Ramadan in 2017, our Dubai office volunteered to assist an organisation delivering care packages to labourers in Dubai.



QATAR UNIVERSITY EXTERNSHIP PROGRAMME

Through our Doha office we support a number of interns throughout the past year via the Qatar University externship programme.



HONG KONG: SUNSHINE ACTION GROUP

Providing financial aid and material support to the poorest areas and people of Hong Kong.

Award: Caring Companies Certification – recognising the efforts taken to organise and support a number of social welfare activities.

Access to Justice

- Launched in 2015, the scheme now involves over 50 partners and 120 volunteers across 18 of our 22 offices.
- Delivering end to end case work for welfare benefit appeals at the First Tier Tribunal; an area of law removed from legal aid funding scope by the Legal Aid Punishment of Offenders Act 2012.
- 150 cases have been taken on by the firm with a 92 percent success rate. 128 cases have thus far concluded resulting in over £960,000 in benefit entitlement for our clients.
- Specialised in the area of disability benefits, we work with front line agencies to take referrals, from South West London Law Centre, Disability Rights UK, Cardinal Hulme, Z2K, Dascas and Brixton Advice Centre.

A recent case involved a mother of five suffering with depression. She had numerous physical disabilities and was blind in one eye with very little vision in the other eye. She was refused disability benefits which not only prejudiced her already compromised health, but also had negative consequences for the family who were already struggling financially. She was too unwell to deal with the process alone. A Simmons & Simmons volunteer lawyer successfully challenged this decision at the Tribunal and the client was awarded a backdated payment of £7,150 with an advance weekly award equating to £6,500. This was an immense relief for the family.

Clinical Programmes

We continue to support other UK Access to Justice Initiatives including the Queen Mary Law Centre Law for Forces Clinic, the Battersea Legal Advice Centre Clinic and assistance to prisoners through the Prisoner's Advice Service. In our Netherlands offices 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.

Shelter

In Bristol we have been advising the national housing charity Shelter in relation to proposed amendments to legislation that could incentivise the provision of housing especially affordable housing in the UK.

Shelter is less experienced in addressing changes to the town planning system which may enable more housing to be built, especially by enabling public bodies to compulsorily acquire land to release it for development. We also advised Shelter on these provisions and worked with them on proposals which has been presented to the UK Government to re-write the rules of compulsory acquisition of land and consenting for housing development that could lead to a significant change to the town planning system.



O'JOY CARE SERVICES, SINGAPORE

Advising on its conversion from a registered society to a company limited by guarantee, as well as transferring the operation of the society to the company limited by guarantee.

OUR WORKPLACE

We have a longstanding commitment to improving diversity and providing our colleagues with an inclusive working environment which supports people to maximise their potential, and where opportunities are genuinely open to all.

Workplace diversity

We continue to support, on a pro bono basis, charities which focus on the arts and diversity and inclusion, in line with our Corporate Responsibility strategy. Our London Employment, Pensions and Incentives department has worked with a number of charitable organisations including Macmillan, London's Air Ambulance, Central London Samaritans and Women for Women International over the last year. We have provided a range of legal advice to these organisations including:

- general advisory work
- drafting contractual documentation for both employees and consultants
- working on sensitive employee relations issues
- defending Employment Tribunal claims, and
- advising on redundancies.

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 Stonewall, Working Families, OUT Leadership, and the Timewise Foundation. The firm also hosted Timewise's Partners Round Table on the Taylor Review.

Firmwide Inclusive Leadership & Unconscious Bias Training

- In the last year we delivered training to all our people in Amsterdam, Dusseldorf, Frankfurt, London, Milan, Munich and Paris.
- Training is delivered in person and includes discussion on unconscious preferencing, developing work relationships, parity in work allocation, challenging non-inclusive behaviours, harnessing diversity and the importance of being able to bring ones whole self to work.





Gender balance

“We are committed to becoming ‘the’ law firm for women to progress; redefining opportunities for women of future generations to come.”

MAHRIE WEBB, UK Gender Balance Partner

Improving our gender balance remains a key business priority. We are striving to provide the best platform for female progression. We are committed to improving the representation of women in the partnership and in senior management roles. To achieve this, we have implemented a number of programmes and processes to support career development for women and to provide every opportunity to enable them to progress through our career structure. The combination of sponsorship and mentoring, formal accountability, stretching targets, mandatory training, client collaboration and open communication assists us to reach our goals. We know that it will take time to change the overall composition of the partnership but we are confident that the steps we are taking to improve and strengthen the pipeline of talented women at each stage, will lead to long-lasting progress.

“I find the mentoring and coaching programmes incredibly beneficial, as they allow me to understand that other people can feel as you do. Thus, it is notably possible to exchange - in a caring environment – the different ways to handle the issues we are all facing on a daily basis”.

JENNIFER BESSI, Associate, commenting on the Paris mentoring initiative

Flexible working

- Formal and informal flexible working is offered to all colleagues.
- We are the first international law firm to implement flexible hiring. We are increasingly seeing candidates join us with a formal flexible working arrangement in place and agreed at the start of their employment with the firm.
- We were named in the Times Top 30 employers for women for the fifth year.

“Making the request for flexible working was very easy. The hard bit was actually deciding to make the request! I made the decision while on my sabbatical at the beginning of 2016. I felt that there were a number of things that I wanted to do, but just wasn’t getting the time to do any of them. The reaction I got, from clients, from other partners and within the team, was very positive and supportive, in some cases surprisingly so.”

NICK BENWELL, Partner, Head of the Crime, Fraud & Investigations group.

DIVERSITY & INCLUSION

Schools Out

Providing corporate advice to the UK-based charity that works to raise awareness of LGBT issues and combat homophobia in education. It also organises LGBT History Month every February.

Madrid: Coordinadora Española de ONGs

We rendered advice in relation to social security contributions of collaborators working abroad for this platform which represents more than 400 non-profit organizations. In the course of such advice, a meeting was held with the Secretary of State for Social Security.

Volkinger Kreis

Providing regular data protection and general legal advice to the German association of gay managers.

BRAS (Belgian Regulatory Affairs Society)

BRAS focus on the training and education of regulatory professionals active in Life Sciences and participates in policymaking within the pharmaceutical and medical devices sectors.

This year we focused on the launch of a series of initiatives on investigational medicinal products (IMP) and their direct shipment to Belgian patients. We advised BRAS on the legal and regulatory implications of direct shipment of drugs throughout the year, contributed to the organisation of events on this topic, and played an active role in stakeholder meetings gathering inter alia patients, experts and authorities.

RNIB

Our ICT team provided legal advice on the launch of RNIB's "In Your Pocket" service – a mobile-based application that delivers spoken-word news and magazine content to blind and partially-sighted individuals via a smart phone. In partnership with O2 and Real Thing, through this service RNIB has enabled individuals across the UK to access up to date content which was previously unavailable to them, via a user-friendly delivery mechanism.

Working closely with RNIB we enabled the product to be launched on time and with all legal issues covered such that RNIB could deliver an innovative and market-leading product to those that need it most.

Watch this video for more information:
<https://simmons-simmons.wistia.com/medias/euka9gq2u6>

Alzheimer's Research UK (ARUK)

On its participation in the UK Dementia Research Institute (UK DRI) with the Medical Research Council and the Alzheimer's Society. The joint £250 million investment in the institute aims to find new ways to diagnose, treat and prevent dementias, whilst finding better ways to provide care for people with dementia.

Our IP team also assisted ARUK with IP ownership and licensing arrangements for their 360° virtual-reality dementia awareness mobile application 'A Walk Through Dementia'. The application is designed to 'put you in the shoes of someone living with dementia' and has been very well received both publically and by health and social care professionals.

Amsterdam: Doorbraak

We won a case for Pro Bono Connect in relation to an IP dispute with a cartoonist who had originally given permission to publish the cartoons for marketing material, but subsequently changed his mind three years later.

OUR DIVERSITY NETWORKS

The Number One Club (TNOC)

SPOTLIGHT: TNOC IN HONG KONG

Last year a group of our female lawyers, along with clients, attended cocktails on The Lawn at The Upper House, followed by an exclusive screening of the award winning documentary 'He Named Me Malala', which was shown for the first time in Hong Kong.

INTERNATIONAL WOMEN'S DAY (IWD)

To mark IWD our London office organised a joint breakfast with the women's networks at Macquarie and MUFG. Network members watched a screening of the TED Talk "It's time for women to run for office" by Halla Tómasdóttir followed by lively group discussions on gender diversity and the role of women's networks. Other activity included:

- Our Hong Kong and Singapore offices also watched the TED Talk with their networks.
- Our Bristol office hosted an evening reception at the Arnolfini Gallery.
- In Paris we held an event for 100 female clients, which included an interview with Miren Bengoa, the president of French National Committee for UN Women.
- Our Milan office held a charity bake sale to raise funds for young girls in reception centers in Italy.

SPARK21 CONFERENCE

TNOC hosted the annual conference for the First 100 Years Project for the third consecutive year. 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 key note speech was delivered by Lord Neuberger (former President of the Supreme Court).

CONNECTING WITH CLIENTS

We teamed up with Schroders' Network of Women for a couple of joint events this year, including a talk on women in boxing and a tour of the firm's contemporary art collection.

LGBT Network

GENDER IDENTITY & EXPRESSION

On International Transgender Day of Remembrance in November 2017, we launched the firm's Gender Identity & Expression Policy and Toolkit. To mark the occasion, the firm hosted guest speaker Emma Cusdin, co-founder of Trans*formation. Emma provided an introduction to the experiences of trans people, trans rights around the world and the importance of trans allies in the workplace.

LGBT INCLUSION IN MILAN

We held training for all partners and colleagues on LGBT inclusion. The session demonstrated to colleagues how they can become an LGBT role model, the experiences of coming out in the workplace and how we can create safe spaces and authentic participation for LGBT colleagues.

"I am immensely proud to lead the firm's LGBT efforts, particularly as we continue to lead within the legal sector, recognised as one of twelve top global employers by Stonewall. Over the past year we have focused on raising the profile of our international LGBT network to offer LGBT colleagues a more visible support structure and access to role models across the firm."

DEIAN RHYS, Chair, International LGBT Network

Straight Allies Network

EQUAL MARRIAGE IN GERMANY

Following the vote on the marriage bill to open marriage to same-sex couple in Germany, the Dusseldorf Straight Ally Network together with the LGBTI Network organised a drinks reception in the afternoon to celebrate the important milestone.

GAY PRIDE IN AMSTERDAM

Our Amsterdam office celebrated Gay Pride with a drinks reception followed by a trip to the Amstelveld, a known place for LGBT and allies to celebrate freedom and tolerance during Gay Pride.

Multicultural Network

This year the Network held a successful mindfulness session entitled 'Retrain your brain: How to notice unconscious bias and what to do next'. At the session the group explored how mindfulness has been shown to lead to a decrease in unconscious bias and how engaging with our unconscious mind through mindfulness practice can lead to better knowledge-sharing, decision-making, diversified workforces, and improved leadership. The event was a great success and membership to the network has significantly increased over the last year.

NOTICED

As one of the founding members of NOTICED (Networking Opportunities To Integrate, Celebrate and Educate on Diversity), 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

ART PARTNERSHIP WITH FREDERICK BREMER SCHOOL

Our partnership with Frederick Bremer School, via the Young Talent Programme, has allowed the firm's Art Network to partner 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. For the second consecutive year we have hosted an exhibition of artwork by year 11 students on the theme of identity.

"Over the past few years Frederick Bremer School has been lucky enough to work with Simmons & Simmons to engage and inspire students to develop themselves and their art practice beyond the classroom. This has evolved into an annual visit to the firm where students get the unique experience of a personalised tour of the current contemporary artworks Simmons & Simmons house."

CLAIRE ZANELLI, GCSE Art & Design Teacher,
Frederick Bremer School

Christians in Simmons

At the end of 2017, we organised a carol service at St Margaret Lothbury where colleagues sang carols, listened to the Simmons & Simmons choir and raised funds for the Samaritans. We continue to partner with The Lawyers' Christian Fellowship and recently hosted a talk on homelessness and housing.

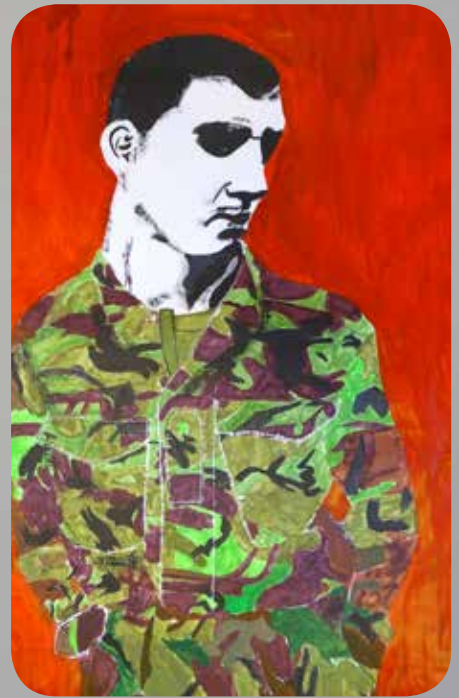
Jewish Network

We celebrated major religious festivals by organising lunch gatherings during Channukah and the festival of Passover.

Muslim Network

This year we have focused on supporting initiatives to promote a greater and more accurate understanding of Islam to counter Islamophobia and all forms of direct and indirect discrimination against Muslims.





OUR ENVIRONMENT

We continue to recognise that our business activities have an impact on the environment, are a cause of pollution and contribute to climate change. We proactively control our environmental impact through the central management of our buildings, investment in innovative clean technologies and the promotion of behavioural modifications amongst our own people and supply chain.

We continue our strong support of charities which promote environmental sustainability, including providing significant pro bono support in this area.

Climate Change

We continue to support two of the UK's most significant climate change related pro bono charities: PURE Leapfrog and the Legal Response Initiative.

Carbon Neutral +

Simmons & Simmons has been committed to offsetting its carbon footprint annually since 2006.

This year we purchased VCS and Gold Standard certified carbon credits through our CR partner, PURE Leapfrog, to offset 12,753 tonnes of carbon dioxide equivalent produced by our global network of offices.

This is a slight increase of 4.7 percent on last year's absolute figures, caused predominantly by a change in methodology used by the independent third party compiling the report. It is, however, still a 15 percent reduction on the baseline set in 2007/08.

As part of our progressive arrangement with PURE Leapfrog, we have also used finances from our Carbon Neutral + programme to support a UK project, Ovesco, which has been developing community-owned renewable energy projects with schools for over 10 years. The Sunny Solar Schools project aims to deliver over 750kW of clean electricity to up to 25 schools in East Sussex. Not only will the project reduce carbon emissions, but schools will also benefit from a reduction in energy costs and educational initiatives.

This year we have chosen three technology projects, in Sudan, Malawi 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 tackles climate change, desertification, female emancipation, health and a variety of social issues in Sudan. This project helps to improve household health by substituting traditional cooking methods (burning wood and charcoal inside the home) with low smoke LPG stoves.

DOWA AND KASUNGU BOREHOLE RESTORATION, MALAWI (GOLD STANDARD)

This project aims to repair broken boreholes in the Dowa and Kasungu regions, so that families can boil water safely and no longer have to use firewood. Each year, an estimated 12,487,733 litres of clean water will be provided, with the potential to reduce the number of fatalities.

GEOHERMAL POWER, INDONESIA (VCS)

This project creates energy using natural hot spots from a geothermal field encompassing 12,960 hectares.

The project shows the effect that commitments to carbon neutrality can make in addressing climate change.

More than 3,000 scholarships have been awarded to local students, and a programme has been set up to reward teachers with good teaching expertise. The project also provides a range of free medical treatments, as well as a comprehensive check-up for local senior citizens.

OFFICE SPACE – ENVIRONMENTAL IMPROVEMENTS

- The Singapore office was presented with the BCA Green Mark Award.
- We signed a lease on the Aurora building in Bristol. This exceptional building is designed to achieve BREEAM 'Outstanding' and LEED 'Gold Standard'.
- Our London office is receiving a significant refurbishment and upgrade to the air conditioning and electrical services and will reduce energy consumption and heat emissions by up to 80%.

Pro bono: 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.

In the past year our London Projects Department advised CREW, Community Renewable Energy Wandsworth, on a Lighting Services Agreement with Doddington & Rollo Community Association (DRCA).

The LEDs were installed a few months ago and initial feedback suggests the savings are £7,000 per year. There is also feedback that there has been a reduction in headache symptoms in the residents of the estate. It is hoped this model can be replicated for other sites and used by other community groups to reduce carbon emissions and benefit the local community.

Pro bono advice to CAN Europe

CAN Europe is coalition of several NGOs seeking to tackle climate and energy issues. We assisted CAN Europe on the corporate/governance aspects in the setting up of a specific project seeking the phase-out of coal in Europe by 2030. We further advised CAN Europe on the potential liability its directors and/or appointed attorneys could incur in relation to said project and how to best deal with this issue.

Annual global carbon emissions (tonnes of CO2e)

2007/08	15,004
2008/09	13,477
2009/10	13,028
2010/11	11,248
2011/12	11,698
2012/13	10,216
2013/14	12,559
2014/15	12,587
2015/16	12,185
2016/17	12,753

As an Executive Firm member of the Legal Sustainability Alliance (LSA) for the past eight years, Simmons & Simmons continues to play a key role in sharing its experiences with embedding sustainability into all aspects of its activities. The firm's continued leadership and support enables the LSA to engage with a wide range of law firms of all sizes and areas of practice, encouraging and helping them with their own sustainability journey. As a member of the LSA, Simmons & Simmons has also demonstrated – through its own performance – that reducing operational carbon footprint and good environmental stewardship go hand in hand with being a leading-edge client-focused law firm.

Jim Haywood – Director at Achill Management, Hosts of the Legal Sustainability Alliance

Pro bono: Legal Response Initiative (LRI)

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

We attended the UN Climate Conference in Bonn in May 2017, to advise Least Developed and Climate Vulnerable Country delegates on negotiations relating to the Paris Rule book. In November 2017 several of our lawyers and trainees participated in the Situation Room, providing assistance to liaison officers on the ground at UN COP 23 in Bonn, Germany.

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

In line with the UN Global Compact and UN Guiding Principles on Business and Human Rights:

- We have a comprehensive set of risk management policies in relation to anti-money laundering, anti-bribery and corruption.
- 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.

Migrant Workers Rights Network (MWRN)

Working with the non-government association in Thailand, we conducted an analysis of the working conditions of 14 workers from a poultry farm, which has been used by unions that support MWRN to make a submission to the ILO. We also acted for a migrant worker in Singapore on an appeal from an employment tribunal finding. After winning a compensation order the worker was facing an appeal by the employer. We assisted the Transient Workers Count Too non-government organization to represent the worker in the appeal and negotiate a settlement.

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 staff, and ensures that appropriate checks are carried out before taking a new member of staff on. Our partners and 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 and Inclusion Policy
- Ethics Policy
- Bullying and Harassment Policy
- Grievance Procedure
- Anonymous whistleblowing hotline
- A Health and Safety Policy Statement, and procedures

We have reviewed and considered the risks posed by our supply chain and have implemented risk-based processes aimed at preventing modern slavery. As a firm, we ensure that we only appoint reputable and well established suppliers.

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. Discussion about CR is introduced at the start of the tender process and all potential suppliers must submit copies of their CR, equal opportunity, diversity & inclusion and discrimination policies. We continue to work with our suppliers throughout the lifetime of their contract with the firm to support development and improvement across their commitment to CR. 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.

Ethics Policy

- Our Ethics Policy clearly communicates to partners, employees, clients and suppliers what constitutes appropriate and acceptable conduct.
- The firm has an open door culture and anonymous whistleblowing service.
- We have an Ethics Committee, chaired by our Senior Partner, which 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.

UN Standards of Conduct for Business on tackling discrimination against LGBTI people

The firm is cited by the United Nations in "Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People, Standards Of Conduct For Business" in relation to our commitment to supplier engagement.

At our annual CR roundtable in December 2017, we discussed gender identity, single use plastic, food redistribution and modern slavery with our suppliers.

Christian Aid, London

We are assisting Christian Aid and their local partner in Colombia, Colombian Lawyers' Collective José Alvear Restrepo (CCAJAR), to lodge an amicus curiae brief for the case of Germán Quintero Torres, a journalist who was assassinated in 1999. It will be presented to the Colombian court at a critical time as the statute of limitation under Colombian law, to which crimes against humanity are not subject to, is 20 years from the commission of the crime – 2019.

Transparency International, Milan

We provided advice on anti-money laundering procedures, following the G20 commitment on the disclosure of beneficial ownership. The questionnaire dealt with several issues such as identification and mitigation of risks; acquisition and access to beneficial ownership information; duties of the addressees of the regulations and the level of the domestic and international cooperation which were addressed taking into account the latest changes in the Italian legislation and, in particular, the enactment of a new Italian law on anti-corruption in June 2017.

Peace Brigades International, London and Madrid

We worked with a client to produce a Human Rights Defenders Toolbox for Peace Brigades International. This project is split into two stages:










1. drafting a range of fact sheets on specific legal topics (such as defamation and the United Nations Guiding Principles on Business and Human Rights) for dissemination to human rights defenders.
2. producing a series of webinars and presentations in conjunction with human rights defenders to supplement these materials and to give practical advice on each topic.

Justice Without Borders, Asia

We are involved in a number of matters for Justice Without Borders, a non-government organisation that seeks compensation for migrant worker victims of labour exploitation including after they return to their home jurisdictions.

PROGRESS IN 2017/18

Focus	Target	Progress	Outcomes	
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	<p>86 students are enrolled onto the Young Talent Programme</p> <p>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</p> <p>In July 2017, two Year 11 students completed their internship at BlackRock</p> <p>In April 2018, Year 11 work experience students attended a commercial acumen workshop delivered by Gavin Lawson at Gilead</p> <p>We will award the fourth set of bursaries in July 2018</p>	■
Pro bono	Consolidation of existing partner relationships	Work to embed and expand firm's 15 pro bono strategic partnerships	Greatly increased engagement, including holding a Roundtable in December 2017 on GDPR implementation to assist these clients. We seconded a trainee to strategic partner, Global Witness, for 6 months from September 2017. Alzheimer's Research UK participated in 2 our client FI and TMT CPD days	■
	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	Increase in involvement in all our non-UK offices, all offices across network are involved in pro bono work	■
	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	Pro bono included in and aligned to 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	Carbon emissions from global energy use have reduced by 5%	■
	Minimise material use, utilise recycling options internally and source recycled products where appropriate	Reduce waste to landfill by 5% against 2014 benchmark	Waste to landfill decreased by 11.6% (London)	■
	Reduce activities identified as causes of pollution or environmental nuisance	Reduce consumables by 5% against 2014 benchmark	Consumables reduced by 6.6% in London (key metrics used are purchased A4 paper)	■

Focus	Target	Progress	Outcomes	
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	45% of internal partner promotions were women 41% of managing associate promotions were women Firm ranked as a Times Top 50 Employer for Women 2018	
	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	Mandatory inclusive leadership & unconscious bias training delivered to 50% of our offices outside of the UK We achieved Stonewall Top Global Employer status for the second year running 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 25% of our offices have a communicated flexible working policy. 40% of our offices support informal flexible working and remote working Hosted work experience for 5 students from the BlackRock 'Big City Bright Future' programme Our women's network, The Number One Club (TNOC) co-hosted a number of events, collaborating with women's networks at MUFG, Macquarie, Schroders and Deutsche Bank Completed annual supplier audit process and hosted supplier CR and D&I roundtable discussion On-site suppliers and clients were invited to attend an internal Gender Identity & Expression training session delivered in the London office	       

KEY

 Target is achieved  Target is partially achieved  Target is not achieved

TARGETS FOR 2018/19

Focus	Target	Action
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme	Recruit eighth cohort of Year 10 students and develop initiatives and processes for students in Year 13 and higher education
		Sustain client collaboration partnerships Explore full-time employment opportunities for graduates of the programme
Pro bono	Create greater internal and external recognition across firm for pro bono	Engage with Business Development and marketing departments. Increase internal and external communications
	Expand client partnering on Access to Justice Programme	Engage and collaborate with Marketing & Business Development to develop further client relationships
	Close collaboration with UK Collaborative Plan to offer wider UK access to pro bono opportunities and continue to work with HMCTS Reform Programme on digitisation	Continue engagement and leadership role within the Collaborative Plan
Environment	To reduce electricity consumption by 5% compared with 2017 usage	Identify opportunities for controlling and reducing energy consumption and regularly communicate with our people, clients, suppliers and neighbours to encourage behavioural change
	To recycle 70% of the firm's total waste produced	Utilise and improve recycling options internally and work closely with the Landlord's Building Management team to drive up recycling rate
	To reduce absolute carbon footprint by 5% per employee compared with 2017 emissions	Raise awareness of our carbon footprint internationally, to ensure a unified approach to reduction
	To reduce paper consumption by 5% compared with 2017 usage	Discourage direct printing, through the promotion of print-to-store capabilities
	To reduce carbon reporting estimations by 10% compared with 2017 figures	Improve international and top-level management engagement to ensure that usage affecting carbon emissions is continuously monitored and actual figures can be provided
	To reduce gas consumption by 5% compared with 2017 usage	Work alongside the Landlord's Building Management team to discuss opportunities for reducing gas consumption
Diversity & inclusion	Improve the firm's gender balance and ensure that women are proportionately represented at all levels of the firm and specifically in the partnership and in senior management roles	40% of new firmwide partner and managing associate promotions to be women Women to make up 30% of firmwide promotions from Fixed Equity Partner to Equity Partner by 2023 Externally promote the firm as an employer of choice for women and increase the number of female lateral partner appointments
		Embed high performance, inclusive culture across the firm which supports people to maximise their potential and where opportunities are genuinely open to all Deliver mandatory inclusive leadership and unconscious bias training to 66% 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 6 programme clients on shared diversity & inclusion objectives Sustain supplier CR programme Create greater external recognition for CR brand

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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