

cr review

OUR COMMITMENT TO COMMUNITY

CITYPOINT





contents

- Pro bono
- Empowering communities through access and opportunity
- Life at Simmons & Simmons
- Running a business that doesn't cost us the earth
- Our Business
- Progress in 2018/19
- UN Global Compact Principles



our commitment to community

TO BEGIN WITH...

“I am impressed by the many impactful projects and initiatives across our network. And while there is still more to do, I know that our firm will continue to dedicate itself to the communities most in need.”

Senior partner, Colin Passmore

Senior partner, Colin Passmore reflects on a rewarding year for corporate responsibility and pro bono:

“It’s been another encouraging year for corporate responsibility and pro bono at Simmons. I have been continually inspired and impressed by the new initiatives happening across the firm. From the Mindfulness Business Charter, to the firm once again being named a Times Top 50 Employer for Women, our focus this year has been to meet and understand the needs of our people, and to offer a work environment that is supportive, open and diverse. An environment where our people can thrive.

Our Access to Justice programme has helped win over £1.5m in real money for its vulnerable clients and we were involved in the creation of the first Human Rights Defenders toolbox. Our aim has always been to assist both the communities in which we operate and to affect change at a global level - we continue to work towards this goal.

Over the coming year, we will continue to support the UN Global Compact and renew our ongoing commitment to this initiative and its principles as demonstrated in this communication on progress.”

Colin Passmore | Senior partner



CR IN NUMBERS

We continue to support projects that aim to change lives and enhance the working environment for our firm and our communities.

100th Student recruited onto the Young Talent Programme

7 students have been awarded the Simmons & Simmons bursary to assist them through university

We recruited our first hire from the Young Talent Programme in to full-time employment at the firm



First flagship LGBT event hosted in our Singapore office

Our Hong Kong office awarded the “Caring Company” accolade by the Hong Kong Council of Social Service.

Allies in over 50% of our office locations

Simmons Muslim Network (SMN) hosted inter-Muslim professional networks discussion on the issue of Islamophobia

Teams across 5 offices marched for Pride

Global activity to mark International Women’s Day

17,057 hours

of pro bono were recorded globally in 2018 at a value of

£7,059,730

Access to
Justice

- 96% success rate
- Over £530,000 in backdated awards
- £1.5m in advance awards

Activities

- Celebrated 70th anniversary of the Universal Declaration of Human Rights
– Achieved coverage in The Times

500

lawyers
undertook pro
bono work
globally

Awards

- Winners of the Law Society Excellence Award for Pro Bono in October 2018: for the breadth of the Access to Justice programme
- Robert Farrer-Brown and Ridvan Canbilen won the Five Lamps People Matter Award in November 2018 for their work advising the charity
- Donia Chu won the Hong Kong Law Society Pro Bono Gold Award in December 2018 for her work establishing Oxfam's presence in China

Defending human rights and supporting communities around the world

Over the past twelve months, our involvement in a number of causes has had life changing impact on many global communities.

The firm's International Pro Bono Committee meets monthly to ensure international alignment and co-operation, and includes members from the following offices:

Amsterdam | Bristol | Dubai
Dusseldorf | Hong Kong | London
Milan | Qatar | Singapore

Three focus areas

Access to justice for individuals
Social responsibility | Supporting the rule of law (in line with the UN Sustainable Development Goal 16)



our commitment to community



The Human Rights Defenders Toolbox

In June 2018, the firm produced a Human Rights Defenders (HRD) Toolbox for Peace Brigades International. The toolbox is the first centralised online resource for rural communities and lawyers. The project has seen lawyers from Simmons & Simmons tap in to expertise on business and human rights to help strengthen the capacity of HRDs and vulnerable communities.

In September 2018 the toolbox was launched in Spanish, to assist human rights defenders in Latin America. Victoria Channing, then supervising associate, travelled to Colombia for the launch in conjunction with the Colombia Caravana of International Jurists.

The Legal Response Initiative

The LRI advises the least developed and climate vulnerable countries in the UN Climate Change negotiations. Lawyers at the firm have attended UN climate conferences with the LRI, and assisted in the Situation Room, for the past ten years, to work with the LRI on the Paris Agreement and Paris Rulebook - finalised in December 2018.

Access to Justice – making a global impact

Our Access to Justice programme is active across our network, making an impact on the vulnerable individuals it works to support.

UK

Since its launch, the programme has seen many successes. For those we assist, this often exceeds a courtroom win, allowing individuals to access more fundamental life basics, including putting food on the table and money to cover essential living costs.

Delivering results

The programme has taken on 190 cases, achieving backdated payments of over £500,000. Including advance awards, the team has helped to achieve over £1.5m for its vulnerable clients.

Driving a pro bono culture

Over 100 volunteer lawyers and 45 partners have worked for the programme, contributing to the £1.5m delivered to claimants. Extending the programme to the firm's clients has allowed in-house lawyers to engage with a wider range of pro bono work which they may not have otherwise had the opportunity to be involved with.

Informing the debate

The programme has played a crucial role in supporting vulnerable individuals but has also had a wider impact. The success of disability benefit appeals has resulted in a much-needed review of the system. It has also informed a wider debate about the impact of cuts to legal aid, which have affected the most vulnerable members of our community. This is a step towards achieving a more accessible legal system.

Singapore and Hong Kong

In 2013, Justice Without Borders (JWB) was established to battle concerns around underpayment and abuse of domestic workers and fight for just compensation for migrant workers.

A helping hand

Simmons & Simmons has worked with JWB since 2016. This year, the firm's cross-border team in Hong Kong and Singapore produced research reports and training on the best legal arguments to support domestic workers' claims for mental, psychological and physical injury as a result of abuse. The team has been involved in multiple cases to ensure the workers have a strong case.

By ensuring domestic workers are treated fairly, through our work with JWB, we have made a positive impact on some of the most vulnerable workers in the local communities where Simmons & Simmons operates.

Other access to justice programmes

We have also provided advice to individuals at clinics, including:

- The Battersea Legal Advice Centre, London
- The Queen Mary Legal Advice Centre, London
- De Klinik, Netherlands
- The DIFC pro bono scheme, Dubai
- Law & Legal, Germany
- Transient Workers Count, Singapore.
- Advice to prisoners in the UK through the Prisoner's Advice Centre letter writing scheme

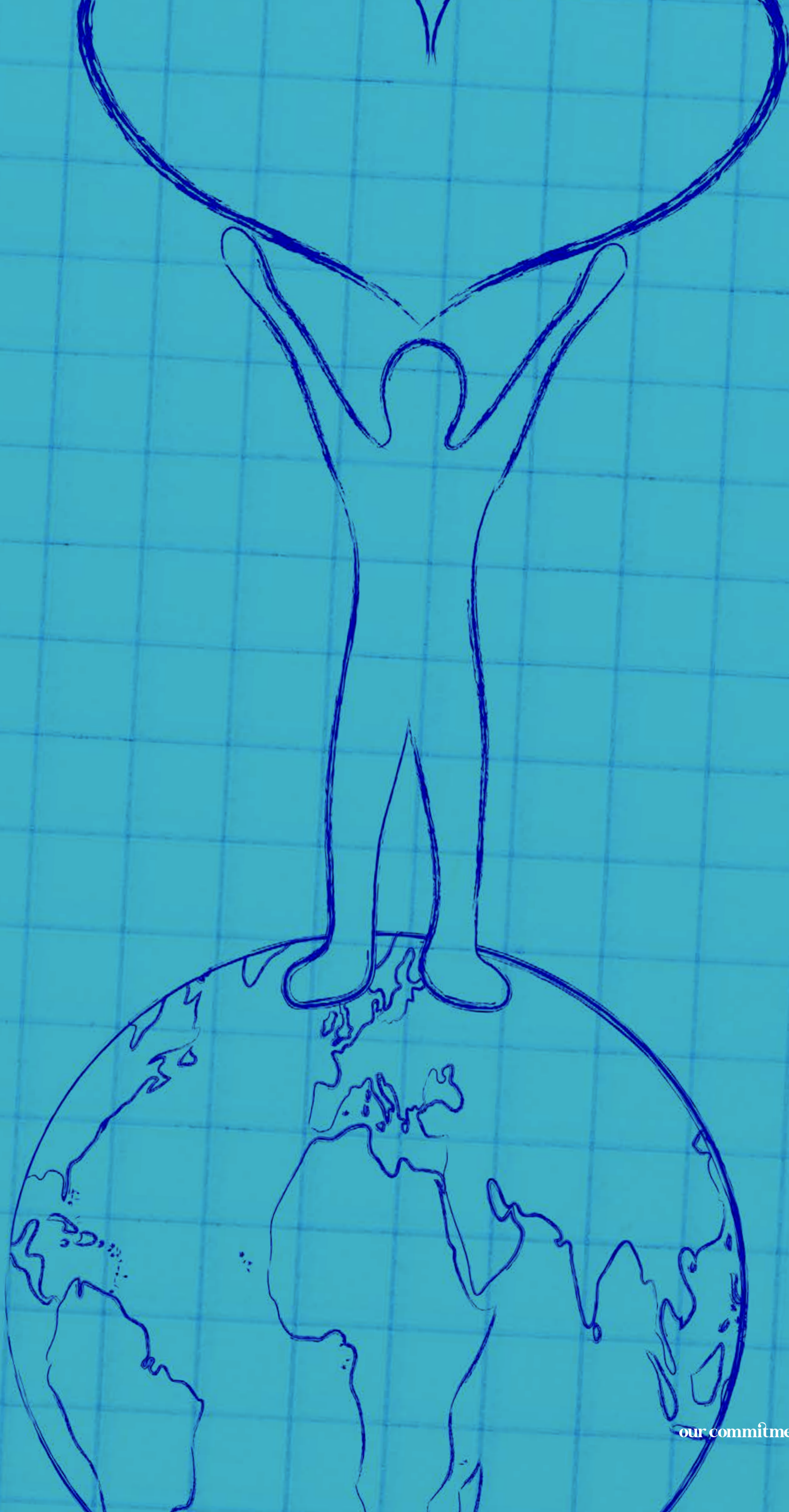
Advising organisations that support social and environmental responsibility

Our impact

- Supporting organisations that would not otherwise be able to afford it. This includes advice on real estate, IP, dispute resolution, defamation, banking, competition issues and funds.
- We enable our strategic client partners to focus on service delivery outcomes (on health, the arts, disability, environment, microfinance and children's rights) by providing first-class legal services.

Highlights

- The firm seconded a trainee to the British Red Cross for six months, where she worked across a range of corporate areas.
- We hosted, with Alzheimer's research UK, an exhibition at the Oxo Tower of artwork by Dementia patients in March 2018 called Reframe Dementia.



Supporting sustainable ways to alleviate poverty through rule of law, we advised:

- development 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 countries in the United Nations Climate Change negotiations through the Legal Response Initiative.



Empowering communities through access and opportunity

Over the past year, we have continued our efforts, ensuring that those in our local communities are presented with work opportunities that will assist them in their goals, plans and lives.

“The Young Talent Programme is a phenomenal opportunity and allows our pupils to get to grips with the environment associated with a large city firm. The ongoing nature of the support that is offered to those involved makes the programme stand head and shoulders above any other opportunities we have experienced and has ensured that this is the most sought-after programme amongst our pupils.”

Alex Palombo, Assistant Headteacher at Frederick Bremer School

The Young Talent Programme

Developed in 2012 the Young Talent Programme (YTP) partners with Frederick Bremer School in Walthamstow, London. Designed to raise aspirations of students from disadvantaged backgrounds, it provides them with access to opportunities within the legal profession, and an insight into the world of work.

This year we welcomed the 100th student on to the scheme. We also recruited our first permanent hire from the programme in to full-time employment with us. These milestones demonstrate the passion the team has for this project and the positive effect it has had on many students. To date, 74 students have completed paid internships, both at our firm and at our client organisations, and seven have received the Simmons & Simmons bursary to assist them through university.



OVERVIEW OF CR





Reading schemes

For young children, imagination is a truly powerful tool. Reading is a big part of this. It was for this reason that we formed the reading schemes which see Simmons volunteers make weekly visits to two primary schools to assist with their reading and help improve their abilities.

Our partnerships with Moreland Primary School in London and Kingfisher in Bristol have been truly inspiring. Over the past year:

- 10 students have taken part in the Kingfisher Primary School scheme
- 18 students have taken part in the Moreland Primary School scheme

Bristol

Community Apprentice programme
Working alongside Envision's annual city-wide Community Apprentice Programme, we supported a team of 12 students from disadvantaged backgrounds to develop community-based projects before being assessed by the Mayor of Bristol.

London

The Big Issue Vendor Development Programme
We have supported the Big Issue Vendor Development Programme for 11 years. This year, 28 trainees took part in the Big Issue Vendor shadowing experience in London during their trainee induction.

Hong Kong

A day at a law firm
We welcomed 18 students to our Hong Kong office from the Christian and Missionary Alliance Sun Kei Secondary School to help them imagine a day at a law firm.

Sunshine Action Group and EELK

Our Sunshine Action Group and EELK were awarded, by the Caring Companies Certification, for their efforts taken to organise and support a number of social welfare activities.

Doha

Autism Day
We took part in Wear Blue for Autism Day in our Doha office in support of understanding and acceptance for people with autism.

Madrid

Great Collection of Food
We supported the Great Collection of Food campaign organised by Mercadona with the Federación Española de Bancos de Alimentos (FESBAL).

Frankfurt

We supported the bottle cap for polio initiative with the Rotary Club which enables plastic bottle tops to be sold in exchange for polio vaccinations across the world.

Dubai

Our team volunteered at Al Jalila Children's Speciality Hospital to take part in the Abtaal Al Jalila volunteer programme. The programme was initiated by the hospital in line with the Year of Giving and is aimed at involving the wider community in contributing to children's health and happiness.

Amsterdam

Awarded the Golden Hourglass Award from the Dutch Lawyer's Magazine Advocatie for our Amsterdam office's multitude of CR initiatives including the Dress for Success project which provides a place for lawyers to donate their second-hand business attire to unemployed people to wear to job interviews.

Milan

We held a seminar that examined topics on discrimination and diversity, featuring renowned panellists. The seminar contributed Continued Legal Education credits towards our continuous training programme for lawyers in Italy.

Paris

We helped to develop a Social Impact Fund, driven by women who endeavour to galvanize the French social entrepreneurship ecosystem and finance businesses in the CR industry.

LIFE AT SIMMONS & SIMMONS

Gender equality

Striving for gender equality remains a business priority. We are committed to providing the best platform for female progression and to increasing the representation of women in partner and senior management positions. To achieve this, we have continued to introduce several programmes and processes to support career development for women.

How are we striving to reach our goals?

- Stretching targets for female partner promotions - increased to 40% this year
- Sponsorship for all male and female managing associates to support their readiness to join the partnership
- Formal accountability via our partner, associate and business services gender balance committees
- Our women's network, The Number One Club, leads on business development opportunities with our clients' women's networks
- We make it easier to return to work after a career break via the Reignite Academy
- Mandatory inclusive leadership and unconscious bias training

Workplace diversity

- We have a longstanding commitment to improving diversity and providing our colleagues with an inclusive environment where everyone can reach their full potential and where opportunities are open to all.

We are committed to Principle six of the UN Global Compact (to eliminate discrimination in respect of employment and occupation). This underpins the complete cycle of all our employees.

Flexible working

- The firm offers both formal and informal flexible working to everyone. We are increasingly seeing candidates join us with a formal flexible working arrangement in place from day one at the firm.

"Balancing being a parent and having a job as a lawyer is always going to be hard work and trying to find the right balance between the two even more so, but it is certainly true that this flexible working made finding that balance a lot easier."

Thomas Pointer, Supervising Associate

- Proud supporters of Stonewall, Working Families, PRIME, The Reignite Academy and the Timewise Foundation.
- We were one of the first signatories of the Mindful Business Charter, a client-led project setting out best practice behavioural principles to assist centred on reducing avoidable workplace stress

Wellbeing

We seek to create an environment where everyone can succeed. The firm's approach to wellbeing looks at three areas: mental, physical and financial and over the last year we have focussed on a number of initiatives to support our employees to thrive and to open up the dialogue on mental health. In addition to embedding the principles of the Mindful Business Charter, this has included: accredited training for Mental Health First Aiders and Champions across the firm, weekly mindfulness sessions, on-site yoga classes, storytelling with impact and regular speaker and expert-led events.

BAME equality

This year we have developed our approach to increasing BAME diversity in the firm. Our Multicultural and Muslim networks have each hosted a number of profile-raising events at the firm, frequently in collaboration with our clients. We have appointed partner sponsors who will lead on our BAME initiatives going forward. We continue to work closely with external organisations at graduate level including SEO London, RARE Recruitment and Aspiring Solicitors.





“This year we marked UK Mental Health Awareness Week in our London and Bristol offices. I was encouraged by the record attendance levels at events and the enthusiasm to engage in discussion about mental health and wellbeing. We will keep working together to ensure that we support our people to succeed and thrive.”

Colin Passmore

MOMENTS FROM 2018/19

International Women's Day

We were again proud supporters of International Women's Day (IWD). This year saw the largest global engagement with this awareness day, in which offices all over our network embraced it as a time for reflection, discussion and goal setting.

A first in Singapore

We held our first LGBT event in Singapore for the InterAlia Network, a platform for Singapore LGBTQ+ professionals and allies in the legal sector. The theme of the event was Allyship 101. Topics discussed included the importance of allyship at both the personal and organisational level, the need for allies to step up and support others and the support required by transgender colleagues.

Developing our D&I focus in Milan

Our Milan office hosted a diversity and inclusion roundtable where they discussed diversity in the workplace and how we can provide a better and safer workplace for our people.

LGBT+

We held our sixth annual LGBT+ graduate recruitment event - LGBT in the City - alongside Barclays. LGBT students across many UK universities were invited to learn about the experiences of LGBT leaders and role models across Simmons and our clients' organisations. The event had 75 attendees. We rebranded our Straight Allies

Network to Allies, re-emphasising that all partners and employees have the opportunity to ensure that LGBT+ colleagues experience full equality and support in the workplace. In the coming year we will sustain the firmwide approach to LGBT equality and work to retain our Stonewall Top Global Employer status.

Celebrating the 10th anniversary of our women's network

Our women's network, The Number One Club, celebrated its 10th anniversary in September 2018, with a celebration event for clients and colleagues. Victoria Coren Mitchell joined as our guest speaker. As a professional poker player, radio and TV presenter Victoria shared her experiences of succeeding in male dominated industries.

6,500km in a tuk tuk

Our Multicultural Network organised events during the year including a lunchtime talk delivered by an associate who travelled over 6,500km in a tuk tuk from London to Istanbul, raising money for the epilepsy charity SUDEP Action.

Network events and discussions

Many of our diversity networks, including the Muslim network, Jewish network and Christians at Simmons held discussions and events to address issues, raise money and celebrate religious occasions.

Running a business that doesn't cost us the earth

Over the past year, we have focused our attention on reducing the carbon emissions associated with running our business. We are committed to operating in a way that doesn't cost us the earth.

This year, we offset 9,451 tonnes of carbon emissions by purchasing certified carbon credits through our CR partner, PURE Leapfrog. We have also supported other environment-related projects including those below.

Darfur Low-Smoke Stoves in Sudan project

The project helps to improve households' health and energy budgets by replacing traditional cooking methods with low-smoke gas stoves in the desert town of EI Fasher. It is led by the NGOs, Practical Action and the Women Development Associations Network, who are trained and coached to run a community-owned micro-finance facility managed by a women's collective.

Things you should know about the project

- Each stove reduces emissions by 4.5 tonnes per year
- The sale of carbon credits provides most of the project funding and is used to seed the micro-finance facility and pay for project operations.
- It received recognition from the United Nations Climate Change
- The project won the convention's Momentum for Change award at the Conference of the Parties in Warsaw
- The project promotes gender equality in a range of ways:
 - Enables access to education and employment
 - Cuts exposure to harmful smoke
 - Gets husbands involved in cooking

Borehole rehabilitation in Ethiopia

These projects rehabilitate broken boreholes to provide clean water to communities so families no longer have to boil water, save firewood and consequently prevent carbon emissions from being released. The project creates a funding mechanism for the community that provides long-term maintenance of the boreholes. It:

- prevents an estimated 1,250 children under five from being infected by deadly diarrhoea, dysentery and waterborne diseases each year
- offers a financial mechanism based on results and long-term sustainability
- is managed and implemented by local NGOs serving their communities.

Kumkoy Run of River Hydropower project in Turkey

This 18MW hydropower project generates clean energy from the natural flow of the Yeslirmak River in Turkey. Greenhouse gas reductions are achieved by displacing carbon-intensive energy with renewable energy. The initiative:

- improves energy security in the area that frequently experiences power shortages and low-quality electricity
- provides an additional social and community screen to improve livelihoods in the surrounding local villages
- enables the irrigation of 82,000 hectares of land in the downstream plain.



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.

Modern Slavery

We are committed to ensuring that there is no modern slavery of 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.

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 on 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 organisation to represent the worker in the appeal and negotiate a settlement.

Human Rights Policy

- The firm became a signatory of the United National Global Compact on 09 August 2019.
- 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 gave 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 contracts 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 contracts 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. 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.

Ethics Policy

- Our Ethics Policy clearly communicates to partners, employees, clients and 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.

PROGRESS

Focus	Target	Progress	Outcomes
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.	100 students enrolled onto the Young Talent Programme. We recruited our first hire from the Young Talent Programme in to full-time employment at the firm We will award the fifth set of university bursaries in July 2019. Our clients and suppliers continue to support the Young Talent Programme, hosting internship students across their organisations.
	Create greater internal and external recognition across the firm for pro bono.	Engage with Business Development and Marketing departments. Increase internal and external communications.	Winner- Law Society Excellence Awards 2018 for Access to Justice Programme
	Expand client partnering on Access to Justice Programme.	Engage and collaborate with Marketing & Business Development to further client relationships.	The Client Partnering Programme has been increased to 6 major clients.
Environment	Close collaboration with UK Collective Plan to offer wider UK access to pro bono opportunities and continue to work with HMCTS Reform Programme on digitization.	Continue engagement and leadership role with the Collaborative Plan.	Continued engagement and leadership achieved. Hosted major collaborative plan meeting in 2018.
	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.	Global emissions from electricity decreased by 4.6%, with the London office emissions also reducing by 4.6%.
	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.	66% of waste produced in the London office is recycled (this is managed by the Landlord and so the figures are directly affected by other tenants within the building).
	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.	The global carbon footprint has decreased by 16% per employee
	To reduce paper consumption by 5% compared with 2017 usage.	Discourage direct printing through the promotion of print to store capabilities.	A4 paper usage has decreased by 8.9%, whilst A3 usage has dropped by 67%
	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.	The number of estimations provided for the Carbon Footprint report reduced by 26%.
	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.	Global emissions from natural gas decreased by 24%

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.

40% of new firmwide partner and managing associate promotions to be women. Women to make up 30% of the firmwide promotions from Fixed Equity Partner to Equity Partner by 2023.

45% of internal partner promotions were women. ■

35% of managing associate promotions were women.

Externally promote the firm as an employer of choice for women and increase the number of female lateral partner appointments.

Firm ranked as a Times Top 50 Employer for Women 2019.

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.

Mandatory inclusive leadership & unconscious bias training delivered to 95% of our offices outside of the UK. ■

Sustain firmwide approach to LGBT equality. Retain Stonewall Top Global Employer status.

We achieved Stonewall Top Global Employer status for the third year running. ■

Ensure each office has a communicated flexible working policy.

25% of our offices have a communicated flexible working policy. 45% of our offices support informal flexible working and remote working. ■

Exclude bias (on the grounds of gender identity, 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. ■

Develop further partnering and collaboration opportunities with 8 programme clients on shared diversity & inclusion objectives.

We have collaborated with 50% of our programme Clients on shared diversity & inclusion objectives. ■

■ Target is achieved ■ Target is partially achieved

SETTING SOME TARGETS FOR 2019/20

Focus	Target	Action
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme.	Recruit ninth cohort of Year 10 students and develop initiatives and processes for students in Year 13 and higher education.
Pro bono	Further develop the client partnering programme between Simmons & Simmons and key clients in the Access to Justice Programme	<p>Increase the number of pro bono clients in non-UK offices- Greater local engagement and setting up strategic partnerships with local clients.</p> <p>Greater integration of non-UK offices in collaborative research projects- Engage on research projects which can include multiple offices and jurisdictions.</p> <p>Further develop the client partnering programme between Simmons & Simmons and key clients in the Access to Justice Programme- Expand client pairing scheme.</p> <p>Set up Bristol Pro Bono Committee and increase both local, Bristol-based engagement and integration of Bristol lawyers with London-based opportunities</p> <p>Engage with Bristol office and increase lawyers in Bristol involved in locally based projects.</p>
Environment	To be provided by environment team	<p>Reduce global emissions from energy use by 5% on 2018 figures (capturing gas & electricity)</p> <p>Recycle 70% of all waste</p> <p>Reduce Carbon footprint by 5% per employee on 2018 emissions</p> <p>Reduce paper usage by 5% compared with 2018 usage</p> <p>Reduce carbon footprint estimations by 5% compared with 2018</p>
Diversity and inclusion	<p>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.</p> <p>Embed high performance, inclusive culture across the firm which supports people to maximise their potential and where opportunities are genuinely open to all.</p>	<p>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.</p> <p>Externally promote the firm as an employer of choice for women and increase all the number of female lateral partner appointments. Sustain firmwide approach to LGBT equality. Retain Stonewall Top Global Employer status.</p> <p>Exclude bias (on the grounds of gender identity, sexual orientation, race, disability or flexible working status) from annual performance cycle and promotion process.</p> <p>Ensure each office has a communicated flexible working policy.</p> <p>Develop further partnering and collaboration opportunities with 8 programme clients on shared diversity & inclusion objectives.</p>

UN GLOBAL COMPACT PRINCIPLES

Human rights

Target

Businesses should support and respect the protection of internationally proclaimed human rights.

Businesses should make sure they are not complicit in human rights abuses.

Businesses should uphold the freedom of association and the effective recognition to the right to collective bargaining.

Action

Our business > Risk management and human rights due diligence

Our business > Risk management and human rights due diligence

Life at Simmons & Simmons

Labour

Businesses should uphold the elimination of all forms of forced and compulsory labour.

Businesses should uphold the effective abolition of child labour

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Our business > Supply chain management

Our business > Risk management and human rights due diligence

Life at Simmons & Simmons > Workplace diversity

Environment

Businesses should support a precautionary approach to environmental challenges.

Businesses should undertake initiatives to promote greater environmental responsibility.

Businesses should encourage the development and diffusion of environmentally friendly technologies.

Our environment

Our environment

Our environment

Anti-corruption

Businesses should work against corruption in all its forms, including extortion and bribery.

Our business