



Pinsent Masons

A responsible
choice

Welcome to Pinsent Masons

Communication on Progress 2020



Richard Foley
Senior Partner

In this job, you're often asked 'what makes your firm different?'. About two years ago we embarked on a journey to articulate why we existed as an organisation, what our people thought their 'best day' looked like at Pinsent Masons and ultimately begin a transition into a purpose-led business. We have been a values-led organisation for some time.

In looking at why we existed and what our 'best day' looks like we uncovered a central ethos within the firm. Whether it is working with our clients, each other, our suppliers or in our communities, both local and wider, we all wanted to make business work better.

Understanding why we exist, embracing and striving to have more 'best days' and behaving in accordance with our values helps us to make long-term strategic decisions and acts as a guide to our operational day-to-day activities.

We think this is something which distinguishes us from our peers in the legal market. As Senior Partner, I see it as my primary duty to protect this culture and purpose as we grow internationally, because that is what makes Pinsent Masons a responsible choice for all of our stakeholders and that includes our clients and suppliers, our people and our many community partners. Part of that duty is to uphold Pinsent Masons' support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption and I am delighted to reaffirm that support.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into how we do business, our purpose and culture. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Human Rights

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

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

Labour

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

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

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

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Introduction



Kate Fergusson
Head of Responsible Business

At Pinsent Masons, our business is about providing responsible advice to enable our clients to manage and address risk and ultimately, to make business work better for people.

A commitment to behaving responsibly is at our core and it extends to all aspects of our operations, whether that is through robust supply chain management, our long-term commitment to inspiring young lives in our local communities, transparent, fair and ethical dealings with our clients or our aspiration to creating an inclusive working environment where all of our people can be themselves.

So when it comes to writing this report and communicating our progress to the United Nations Global Compact we decided our focus should be to share with you some stories about what we do, from the perspective of our clients, our suppliers, our people and our communities. We hope these will engage and interest you, and give you a real sense of what it's like to work with us. Because, after all, it's that experience which makes people feel we're a responsible choice.

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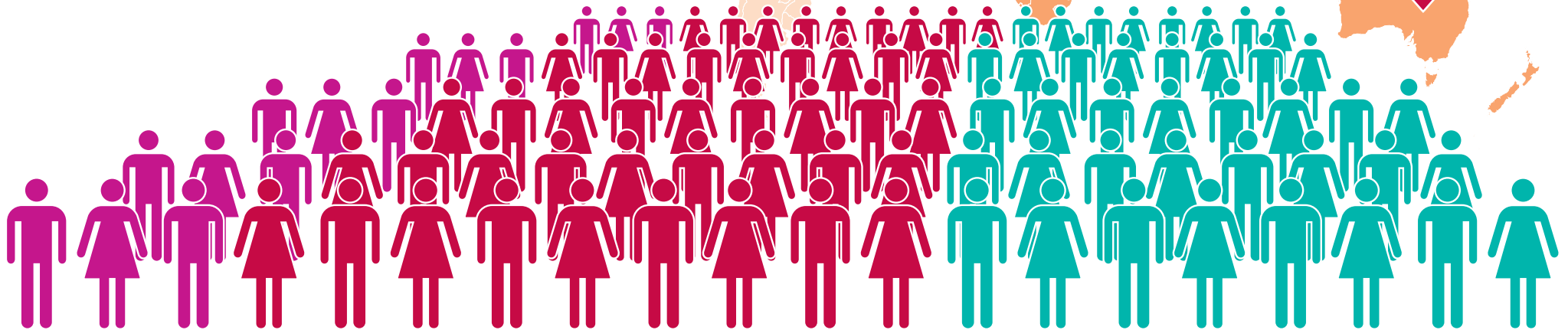
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Facts about us

About us

Headquartered in London, with offices around the world, we have more than 3,500 talented people working to give clients across the advanced manufacturing & technology, energy, financial services, infrastructure and real estate sectors the best legal - and ethical - advice.

We have **26** locations
across **4** continents

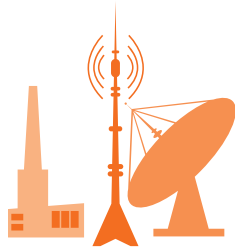


450+
Partners

1,500+
Lawyers

3,500+
Total workforce

Business sectors



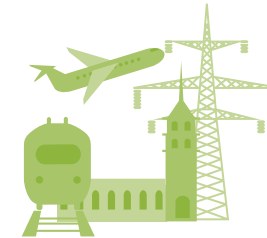
Advanced
Manufacturing &
Technology



Energy



Financial Services



Infrastructure



Real Estate



14,000+
Staff hours donated to
Responsible Business
programmes in 2019



22%
Staff involved in
Responsible Business
programmes globally

Our clients

Committed to human rights

We uphold the Universal Declaration of Human Rights and we are signatories to the UN Global Compact, UN Women's Equality campaign and UN Standards of Conduct for Business: Tackling Discrimination against LGBTI People.

Many clients come to us for our expertise in their sector. We work with many of the world's large multi nationals, advising them on all aspects of their business, as well as with public sector bodies and governments looking for expertise in our core areas. But what makes them stay with us is the relationship of trust we develop from the very first meeting.

Having strong, lasting relationships is the hallmark of any good firm. But clients choose their law firms for many reasons. We want to be chosen not only because we are excellent lawyers who can help clients achieve their objectives, but because we can be trusted always to temper technical expertise with sound ethical judgement.

As you would expect, we are single-minded in our approach to professional ethics, and clients trust us to be open, to listen, to respond to their needs and to know their sectors as well, if not better, than they do, so we can always give advice based on real knowledge and insight. We encourage everyone we work with to uphold the same standard, including championing human rights, outlawing child and forced labour, and encouraging a culture in which people feel confident to report any instances of malpractice. And, as a service business, we work closely with our supply chain to enable them to achieve the same standard which we have set for ourselves.



Case study: Working in partnership with clients to improve working practices

In collaboration with Barclays and Addleshaw Goddard, we have developed The Mindful Business Charter, which provides institutions an opportunity to support employees in changing the way they work and managing the risks of work-related stress. The Charter is brave and commercial. It recognises that we cannot remove all sources of stress, nor will change happen overnight – however, as a legal community we have a responsibility to try and do things differently.

We introduced the Charter to two additional major banks and six other top law firms, and together, we committed to a set of principles centred on improved communication, respect for working hours and considerate delegation of tasks. Performance against these principles will be monitored as part of relationship review meetings.

In signing, we pledge to promote a culture of openness about mental wellbeing, ensure responsible business is included as an area of assessment during significant procurement processes and drive forward the actions and necessary change in support of the principles of the Charter.

Barclays takes the health and wellbeing of its employees very seriously and that extends to our external advisors who we view to be an extension of our legal function. The take-up of the Charter from so many of our banking and legal counterparts shows the power of collaboration to foster change. I believe it shouldn't stop there. We hope that in time these principles will be applied in all organisations across all sectors.

Philip Aiken, Managing Director, Barclays

Professional advisers are often in a position of privilege, so it is easy to underestimate or overlook the impact of the work they do on their wellbeing. Mental health issues impact people at all levels and in all sectors. Changing working practices have increased those pressures significantly. It is not good enough to just accept that as the price we have to pay. We have a responsibility to make changes.

Richard Foley, Senior Partner, Pinsent Masons

Supporting our clients as responsible businesses

We recognise that we are part of our clients supply chain and we want to fulfil our commitment to being trusted advisers. We have published our new Global Standard of Ethical Conduct in [2020](#).

We have a significant number of large clients who come to us for advice on how to manage their businesses responsibly, in areas such as competition, anti-bribery and corruption, employment practices and environmental issues. We advise them on everything from how to deal with bullying and harassment, to how to make the most of the opportunities presented by renewable energy.

We are committed to collaborating with our clients outside our chargeable work too. Because we are known for our commitment to inclusion, many clients have sought our advice informally on what to do for their own people, and we frequently hold events and discussions where we bring together clients to share ideas, as well as giving individual clients the benefits of our expertise.

Brook Graham

Our acquisition of D&I consultancy, Brook Graham in 2017, enables us to continue to provide innovative and comprehensive solutions for our clients. By combining our legal expertise with access to specialists in the strategic management of D&I, we can add further value for our clients combined.



Our people

Pinsent Masons is a place where people are valued because they are good at their job, irrespective of their background. Together, we are a strong firm that provides excellent advice to clients because we have a wide range of people with different skills and experience - and because we aim to ensure that every one of those people enjoys a healthy and rewarding career with us and has the opportunity to reach their potential.

The legal sector has not traditionally been known for its diversity, but ultimately, having a variety of people is far better for our clients and our firm. Research shows that organisations with more diverse workforces do better. Why? Because having a variety of people means there is a variety of perspectives on offer which helps people make better decisions, and, in our case, offer an innovative, more insightful service to our clients.

Strong relationships with clients are based like all good relationships, on establishing rapport and building trust. And with clients from every part of the globe, from differing cultures, religions, ethnic backgrounds and walks of life, we cannot hope to build strong relationships without an in-depth understanding of the richness of different cultures and identities.

Strengthening the firm through employee networks

The only way to recruit and retain a diverse workforce is to ensure that everyone feels included, respected, and valued for the work they do. We have established a number of employee network groups at Pinsent Masons. These groups bring people together into communities, helping them to feel respected and connected, but crucially they also help the firm as a whole understand different points of view and bring them into the decisions we make for ourselves and for our clients. One of our longest established groups is our LGBT+ network – we were one of the first law firms to tackle discrimination based on sexual orientation, including being the first to be listed on the Stonewall Workplace Equality Index and in 2019, recognised as Stonewall’s Top Employer, reaching number one on the index. We also have a firm wide ‘Allies’ programme with more than 250 members globally, which allows people to show their support for their LGBT+ colleagues.

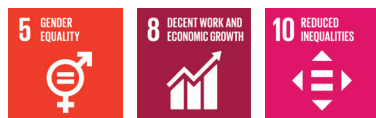


Case study: Improving the balance of race and ethnicity

In early 2018, we formally launched Sun in our UK, Middle East and Australia offices. Sun is an initiative established to identify the barriers to recruitment and career progression which may be faced by people due to their race, colour or ethnicity. The aim of Sun is to create a better balance of race and ethnicity within our workforce and a better workplace for all.

Following a comprehensive consultation carried out by D&I consultants, Brook Graham, we have developed a series of recommendations to be implemented across the firm. Recommendations include the development of Cultural Confidence training (to equip people to talk about race and ethnicity at work) and a Cultural Competence programme which focuses on upskilling people to better understand the different diversity dimensions in play across our global business. Additional actions include Reciprocal Mentoring, Group Mentoring and Role Models programmes.

In 2020/2021 we have committed to rolling out Sun to other countries, launching a new film which tackles stereotypes around race.



This work is a clear statement that we recognise the value of having a diverse workforce and is evidence that those at senior levels in the firm are passionate about the issues ethnic minorities face.

Alexandra Aikman, Associate, Dubai, Pinsent Masons

We already do a lot to address the barriers that exist for minority ethnic people joining our firm, but Sun allows us to carry out in-depth analysis around race and ethnicity in our workplace. I'm not aware of any other law firm ever having carried out a similar review before and it allows us to raise awareness of such issues within our global workforce.

Kultar Khangura, Partner, Birmingham, Pinsent Masons

Working with our suppliers to create an inclusive workplace

We are committed to promoting diversity in our supply chain and to understanding our suppliers' commitments to D&I. We use our Responsible Business Supplier Survey to evaluate relevant suppliers at the sourcing stage and our memberships of both WeConnect and MSDUK to assist with diversification of our supply chain.

As part of our ongoing commitment to supporting our suppliers with their own D&I commitments and to creating an inclusive workplace for our own people, clients, suppliers and visitors, suppliers from our on site services teams have been invited to join us for diversity and inclusion training on gender identity.

We are also pleased to be working with our recruitment consultant suppliers to implement our Inclusive Recruitment Charter, evidencing our mutual commitment to create fair recruitment processes and to promoting diversity.

We monitor the diversity of our UK workforce in accordance with SRA requirements.

Feeling a real connection with colleagues, clients and organisational culture through a true understanding of the power of diversity within an inclusive workplace environment is key to establishing trust and rapport. This promotes close business relationships to develop with each other, clients and intermediaries. Being genuinely valued and respected is empowering – people are more focussed, less distracted, more productive. An empowered workforce translates positively straight through to the bottom line of profitability.

David Rennick, Partner and Global Board Member



Tackling the gender bias

Achieving a gender balance at senior levels is a particular issue for law firms. We are committed to enabling more women to progress into senior roles, and we are pleased that women make up over 30% of our Board. Our commitment was demonstrated on 1 May 2017, when the firm reached its first milestone of 25% female partners – a year ahead of schedule. We have since committed to continue our work – to achieve our aspiration of gender balance across our leadership teams and at every level of our partnership.



Case study: 'Inspiring Girls' & 'Raising Your Game' Boys Conferences

Our biannual 'Inspiring Girls' Conference' and 'Raising your Game Boys' Conference' celebrate International Women's Day and International Men's Day. 60 Yr10/11 students from our partner schools around the UK are invited to join us at our London office to hear from inspiring speakers.

Client volunteers assist us with an 'Aim High' speed networking session, providing role models from different sectors to talk about their own careers and raise aspirations. Pinsent Masons' global partner charity, WE Charity, supports the event and runs sessions to encourage the students to think about gender inequality around the globe and how they can play a part in helping to raise awareness and to tackle the problem.



Today inspired me to fight not just for women's equality, but for everyone, and to use my voice for the greater good.

Student

Thank you for making me a part of the event, it was equally inspiring for me.

Client Volunteer

All the students loved the experience - train to London - tube - office environment - workshops - meeting the hosts and guests. They came away with the 'wow' factor and 'I can' feeling towards their school work and careers.

Teacher

Supporting life outside work

We want to make it as easy as possible for people to enjoy work and perform as well as they can – which means helping them combine their work and their personal lives in whatever way works best for them. Putting an end to presenteeism by offering agile working solutions is particularly important – after all, it's what people achieve that matters, not how long they spend at their desks. Our policies and technologies are set up to enable agile working. In the UK, 74% of our offices are set up to work agile. And, for the many employees who have parental or carer responsibilities, our Family Support Network, which provides a range of support and advice, has been, and will continue to be, instrumental in helping working parents and carers – both men and women – lead fulfilling careers and achieve their potential with us.

Wellbeing in the Workplace

In 2020, we launched our 2023 Mental Health Action Plan as part of our focus on personal health and wellbeing. We are committed to maintaining inclusive and healthy workplaces where our people are supported to achieve good physical and mental health. It is important to us that we end the stigma around mental health, and to ensure that all of our people are aware of and encouraged to seek support available internally and externally when required.

In addition to employee assistance programmes, a network of over 250 Mental Health Champions across the firm act as a first point of contact to signpost people to help and support available. The Champions are supported by our country-specific mental health portal 'Minds Matter'. The portals contain links to internal resources and support available from external organisations.

In 2020/2021, we have committed to growing our Mental Health Champions network to support our workforce globally.



Our local community

Our people are encouraged to spend the equivalent of three days per year working on our volunteering programmes.

Social mobility is a longstanding issue for the legal sector, yet we know that we all benefit when our workforce reflects the diversity of the communities in which we operate. We also know that our commercial success depends on the economic stability of those communities.

For those reasons, the focus of our community investment programme is 'inspiring young lives'. Our focus is on raising aspirations and creating better life chances for children and young people in some of the most disadvantaged communities around the world. We do this through a global volunteering programme and a series of partnerships with schools and charities focussed on education, employability and creating inclusive and healthy learning environments where children can thrive.



Case study: Supporting Hong Kong's next generation

For over 10 years now we have been supporting the Tung Wah Group, one of the region's longest established charities, which promotes education and aims to equip young people with the skills they need to fulfil their potential. Through our work experience programme for underprivileged students, we have created some fun opportunities for young people to visit our offices and work with our team, while getting sound advice for their future education and careers.

We know that these programmes matter to our own people and they get something out of opportunities to volunteer – they value the fact that we promote this work by encouraging them to take paid time off to do it, and the feedback we get shows that people are happier working here as a result.

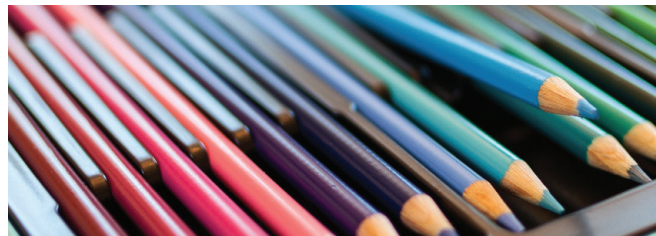


Case study: Changing Young Lives

Our Johannesburg office has embraced our commitment to 'inspiring young lives' with the launch of Project Naledi, supporting young people from the township of Soweto to succeed in school, empowering them with the skills, knowledge and confidence needed to enable them to fully engage in the economic community.

Formally launched in 2018, we have partnered with the Soweto Equestrian Centre, Soweto Cricket Club and Sir Ramabitsa Saturday School. The project started with more than 300 pupils registered to be part of the various programmes.

Project Naledi aims to better prepare children at high risk of dropping out of school for the next stage of their education, training, employment or entrepreneurship by inspiring them to learn, play and dream:



- Educational support improves academic performance, and enhances learners' analytical and problem solving skills. Compulsory classes, three days a week, focus on supplementary Maths, Science, English and IT.
- Extra-curricular activities including cricket, horse riding, vaulting, show-jumping and touch rugby keep the young people active, whilst growing their confidence and strengthening the development of their social and cognitive skills that cannot be learnt in the classroom.
- Mentoring provides motivation, role models and life-skills to prepare young people for life after education including, CV writing, interview preparation and support with job/further education applications.

First and foremost, Project Naledi is enhancing the lives of the young people in the community where we are operating, second it resonates hugely with our local team, third it creates a good reason to connect across our business and speak to colleagues in other offices involved in similar schemes or who are thinking of starting schemes, fourth our clients respond positively when we talk to them about it and finally and by no means least, it is great fun!

Richard Laudy, Partner, Pinsent Masons



Making every programme count

The main focus of our work with young people is our education programme. Over the years, our commitment to building long-term partnerships with local schools and community groups has become part of the fabric of our firm. Our offices are encouraged to develop partnerships with at least one school or local organisation supporting young people, which share our focus on inspiring young lives.

What's different about our initiative, and why it works, is that we don't have a blanket approach that applies everywhere. Instead, we start by finding out what a school or community needs most from us, often with the help of local charities and social enterprises, who can match our skills with a group that could use them. This might include one of our people joining the school's governing body or charity's board of trustees, or our volunteers providing careers advice to young people, or help with a specific subject. We then work with the organisation's leadership team to create a programme that will work for the school or charity, the staff and the young people. And we are in it for the long run: we have seen that to make a real difference to a community we need to be properly committed so they can rely on us year after year.

Our work started more than 15 years ago, with a partnership between our Leeds office and Cockburn School in Beeston which has helped the school transform its GCSE results. We also encourage our clients to get involved, a good example being our Inspiring Girls & Boys Conferences, featured on page 8.

But we can – and do – do more. At Pinsent Masons we have highly talented people doing top quality work for clients, and we believe that their skills can and should be shared more widely, for the benefit of others outside the firm and our client base.

Case study: Reaching Excluded Groups

Through a partnership with the Clontarf Foundation, the firm aims to help equip young Aboriginal men for the future by improving education, discipline, life skills and employability.

Focussing on a strong passion for sport, the Foundation encourages Aboriginal boys to attend school with a network of football academies. Since 2000, the Clontarf Foundation has grown to support over 6,500 boys in 97 schools across Western Australia, Northern Territory, Victoria, New South Wales and Queensland.

Since the start of the partnership in 2016, we have helped to provide donations, fundraising and local government matched funding. Aboriginal students are welcomed in to the Pinsent Masons offices through work experience placements for law students and an annual training day which consists of a mock mooting competition, pairing our lawyers with Aboriginal students, a CV writing and interview skills workshop and a team building exercise.

Pinsent Masons colleagues from our Australian offices have also travelled to an Academy for the 'Clontarf Experience' where they learn how the Foundation Academies operate and hear from the students themselves.

In 2020/21 we will be extending our support to a new programme to work with female students of Aboriginal heritage.

Many of the fellas had had very difficult upbringings, yet their enthusiasm and bright smiles highlighted just how much they enjoyed the programme. Whilst many were shy to begin with, when they eventually opened up they were warm, engaging, articulate and very interested in what our lives were like. More than that, they were all clearly very committed to the programme and their personal development.

Senior Associate, Melbourne, Pinsent Masons



Legal services don't come cheap. So, one of the most valuable things we can offer is pro bono advice. Across the firm, our people regularly offer their services to a good cause. For example, they might work for the charity Amicus, to help people get access to a fair trial, support our local community investment partners, such as La Voix de L'Enfant in Paris, or NatWest Accelerator which supports new entrepreneurs with one-to-one coaching.

Case Study: NatWest Accelerator

At Pinsent Masons, we understand that entrepreneurship is the lifeblood of the UK economy. In order to create meaningful, sustainable growth, it is the responsibility of corporates to develop an environment that allows SMEs to succeed.

In 2016, we partnered with the NatWest Entrepreneur Accelerator, which offers start up businesses one-to-one coaching, high quality co-working spaces, and access to corporate partners from accounting, technology, insurance and legal - all completely free of charge.



The initiative is now the largest business growth accelerator in the UK, boasting 12 Accelerator Hubs, which support nearly 2,000 entrepreneurs across the UK every year. Since becoming the legal partner, we have involved 200 volunteers from every area of our business, who have delivered 8,500 hours of free legal advice and guidance.

In 2018 alone, we supported 1,880 entrepreneurs, who collectively raised more than £31m investment, turned over £271m, and created nearly 400 jobs.

We recently announced that we have extended our tenure as the legal partner, which will see us continue to help businesses to start, scale, and succeed.

Our global community

In 2016, we began our relationship with our global partner, WE – a charity that works with communities to change lives and eradicate poverty. Since then, our donations to their youth empowerment and international development programme, WE Villages, have:

- Supported the rehabilitation of the community well in Verdara, India, to provide the community with clean water, improving hygiene and enabling community members to focus on going to school or work.
- Supported WE's Health Pillar in India, which (i) provides community members with programmes focussed on health and personal hygiene, (ii) stops the spread of disease, and (iii) supplies households with smokeless stoves called "challahs". Challahs allow people to cook inside while leaving the air clean and breathable, reducing the risk of tuberculosis and other persistent infections.

Colleagues are actively involved in our WE relationship, constantly finding new ways to raise funds for the charity, including WE Cycle the World and WE Walk for Water, engaging our global office network.

Colleagues have also had the opportunity to apply for a once-in-a-lifetime trip to one of our WE partner villages and experience for themselves the support the firm provides. This helps us to raise awareness and find creative new fundraising solutions for WE.

In 2020/21 we have committed to supporting WE's Water Pillar through our global WE Play fundraising initiative and to inspiring the next generation of global citizens by providing volunteers for WE's domestic schools programme in the UK.



It was hugely different to anything I've known... and I'm culturally closer than all the other volunteers as I live in Hong Kong. I got close to some of the guides and had a real insight into how it really is, living in the remote village of Kulthana. I felt a huge connection to the children we were helping... This trip was a real eye-opener, it doesn't matter what you see on the TV or read in the news, nothing can prepare you for how extreme the poverty is and how much help is needed. I'm holding those memories close to me and look forward to sharing them with my colleagues to help them take even more of an interest and actively partake in the work we're doing with WE.

Alice Wang, Associate, Shanghai, Pinsent Masons

I had the best time at WE Day! I found it really inspiring and think it's so important for us to help motivate the leaders of tomorrow.

Niamh Deery, Solicitor, Edinburgh, Pinsent Masons



Our environment

Like any responsible business, we measure and manage our impact on the environment and have done for some time, focussing on key areas such as energy efficiency, waste prevention and the reduction of business travel.

Whenever we open an office, we plan it to the highest environmental standards, so that in the long term our impact will be as low as possible. We also put environmental issues high on our employees' agenda, encouraging them to be as efficient as possible in their use of resources, on projects, with clients and their own working practices particularly when travelling, one of our biggest contributors to carbon emissions.

Energy

In 2015 we set a target to reduce absolute energy consumption across UK offices by 20% by 2020 when measured against a 2014 baseline.

Up to December 2019, our data showed we had achieved a 29% reduction, exceeding our target ahead of schedule. This was mainly as a result of the ongoing consolidation of office space across the UK, as well as putting several 'technical' energy efficiency measures in place.

What's more, our carbon emissions associated with energy consumption have reduced by over 50% since 2014.

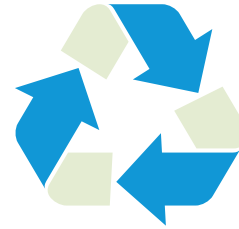


Waste and Resources

Our key objective for resources and waste is to push waste streams up the Waste Hierarchy* to:



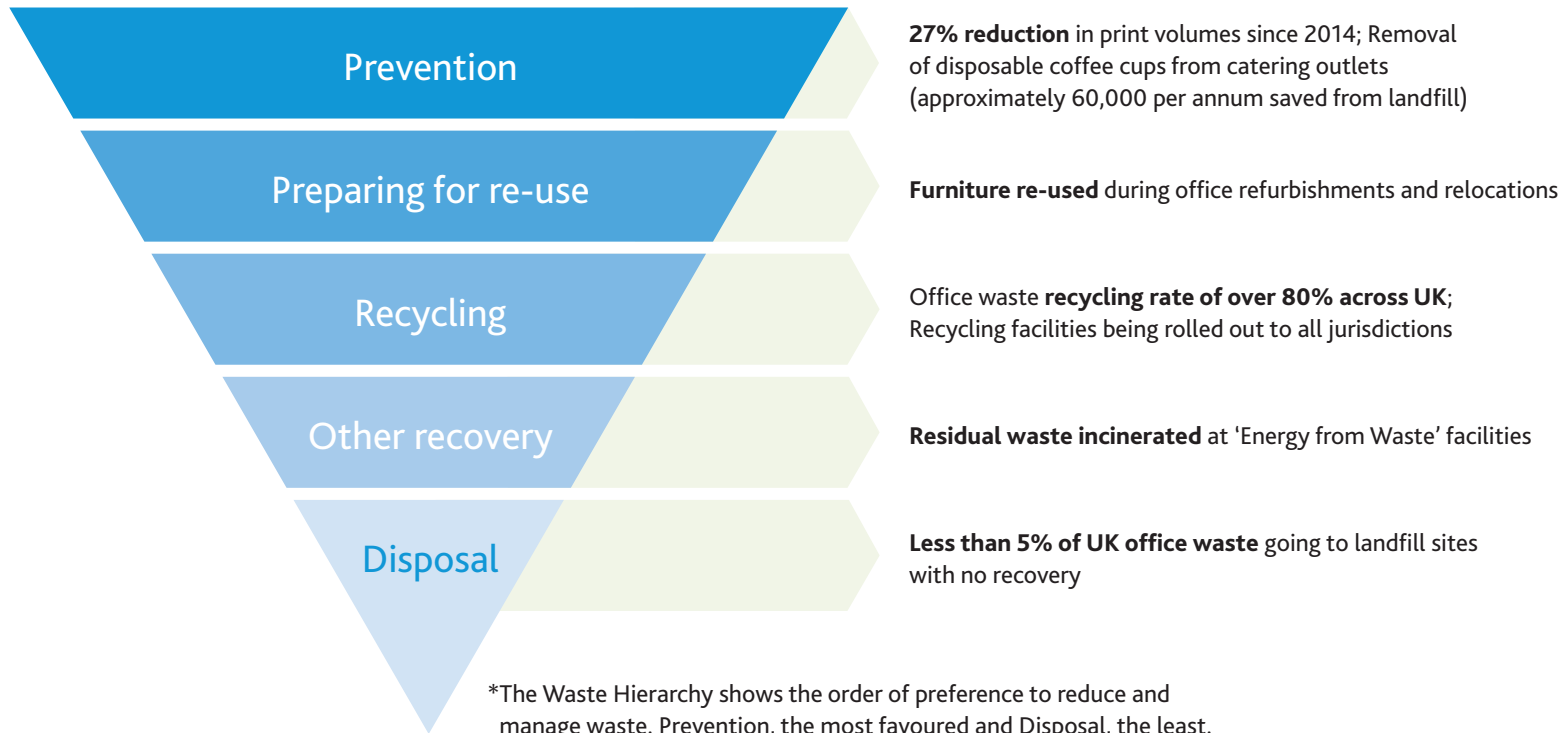
Divert all general waste from landfill



Separate waste that is currently being incinerated for 'Energy from Waste' so that it can be further recycled/reused



Reduce the amount of disposable items used by the business



*The Waste Hierarchy shows the order of preference to reduce and manage waste. Prevention, the most favoured and Disposal, the least.

Business Travel

Carbon emissions associated with global business travel **reduced by 18% between 2015 and 2019**, as we consciously reduced the number of flights we'd taken. **Emissions per FTE have reduced by 30%** over the same period.

We have been **certified Carbon Neutral for business travel since 2007**. Most recently, we offset emissions by investment in wind renewable energy projects in China and India. The projects are validated and verified under the Clean Development Mechanism and contribute to UN Sustainable Development Goals (SDGs) towards access to affordable and clean energy and decent work and economic growth.

Science Based Targets

As our existing targets have an end date of 2020, we have now formally committed to setting Science Based Targets (SBTs). SBTs cover all elements of our greenhouse gas inventory, including our Strategy commitments in areas such as energy, travel and waste.

They're developed using models that calculate the level of carbon a business needs to reduce to meet the Paris Agreement - to limit global warming to well below 2°C above pre-industrial levels and to pursue efforts to limit warming to 1.5°C.

The Science Based Targets Initiative (SBTi) is a partnership of CDP, the UN Global Compact (UNGC), the World Resources Institute and World Wildlife Fund for Nature. The initiative's overall aim is that SBT setting will become standard practice and business will play a major role in driving down global greenhouse gas emissions – marking the beginning of a new carbon neutral economy.

We are recognised as 'Committed' on the SBTi Companies Taking Action page as well as on partner websites at We Mean Business, CDP and the UN Global Compact. A 'committed' company has up to 24 months to develop and submit targets for official validation. We hope to have validated targets in place by the end of 2020. Our progress will also be made public for maximum accountability.

Legal Sustainability Alliance

We are members of the **Legal Renewables Initiative** - a public commitment by law firms to switch to 100% renewable energy by 2025.

This bold target is 25 years ahead of the UK government's legally binding net-zero target. The move is a recognition that law firms need to respond to the climate emergency and become more sustainable. As mentioned, the renewable pledge forms part of a wider commitment to reduce law firms' environmental impact.

Approximately 60% of our current global energy consumption is from renewable sources and we are working to increase the percentage as contracts are renewed, either through the traditional supplier route or from a Power Purchase Agreement direct from a renewable energy developer.





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For a full list of the jurisdictions where we operate, see www.pinsentmasons.com