



Responsible Business

A Positive Outlook

What are your thoughts on doing business responsibly?

We believe that to be successful, business has to work better for people.

That's why our focus is on helping everyone to achieve their best, in an environment where people feel valued and supported. We have thousands of talented people throughout the world, who endeavour to give our clients not only the best professional and legal advice, but **ethical** advice, too.

As you read on, you'll see how we're making business work better for people. Not just our

own employees, through our focus on inclusion and belonging, but by using our skills and resources for the benefit of our local and global communities. And how we're collaborating with community partners, clients and suppliers to achieve all our common goals, for people and the planet.

We hope you'll be inspired to join in the conversation...



Contents

Welcome, from Richard Foley	05
A Responsible Business Matrix of Success	07
Our Local and Global Community	08
Our Clients and our Marketplace	13
Our People	21
Our Environmental Impact	28

“ We're transforming our business from an expertise-based law firm into a purpose-led, professional services business, with law at the core. ”

Welcome



We have people in **26** locations

across **4** continents

Serving clients across **5** global sectors

Contributing in excess of **10,000** hours
to Responsible Business initiatives in 2020.



460+ Partners

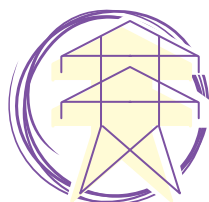


1,500+ Lawyers



3,400+ People

Global Sectors



Energy



**Financial
Services**



Infrastructure



Real Estate



**Technology, Science
and Industry**

WELCOME, BY RICHARD FOLEY, SENIOR PARTNER

As a purpose-led business, we're working towards a positive outlook for all

Welcome to our Communication on Progress 2021

In last year's report we talked about our 'best day' ethos. Where each of us at Pinsent Masons is striving towards a way of working that reflects the best of us. Where, in every task ahead, we ask ourselves, "Am I making this better for people?". That's both from a business perspective and a personal perspective.

This year, we're still working towards that principle, with a purpose which is built on a foundation of doing the right thing and where we bring our humanity to work every day. We see our purpose as having a role and an outcome. Our role is to champion change, promote progress and enable everyone. And by doing that, we achieve our outcome – which is, of course, to make business work better for people. Which includes our clients, our employees, our communities and the wider world.

What gives us a clear focus here, is our continued commitment to Environmental, Social and Governance (ESG) and, the principles of the United Nations Global Compact, which you'll see on the next page. It's a long-term objective for us and we recognise that there will always be more we can do. That said – despite the Covid-19 pandemic and its many challenges – we are proud of the steps we've been able to take. We hope you'll find inspiration for yourselves in the pages ahead too.



Our guiding principles from the United Nations Global Compact

1. Human Rights

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

2. Human Rights

make sure they are not complicit in human rights abuses.

3. Labour

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

4. Labour

the elimination of all forms of forced and compulsory labour;

5. Labour

the effective abolition of child labour; and

6. Labour

the elimination of discrimination in respect of employment and occupation.

7. Environment

Businesses should support a precautionary approach to environmental challenges;

8. Environment

undertake initiatives to promote greater environmental responsibility; and

9. Environment

encourage the development and diffusion of environmentally friendly technologies.

10. Anti-Corruption

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



“We’re working towards achieving the best possible outcomes – and that’s a commitment for the long term”

INTRODUCTION, BY KATE FERGUSON, HEAD OF RESPONSIBLE BUSINESS

A Responsible Business Matrix of Success

For many organisations, success is measured in terms of profit. At Pinsent Masons, we look at success quite differently. For us, we see a healthy balance sheet as a direct result of doing business responsibly. As individuals and as a firm, we all have a commitment to doing the right thing. Yes, we've made good progress, but we continue to try harder. Because how happy our people are is as important as how much profit we make. How much profit we make is as important as the environmental and social commitments we make.

For us, success means being responsible to all our stakeholders and pushing towards Environmental, Social and Governance (ESG) excellence, which can't be measured by a turnover figure alone.

In what has been an incredibly challenging year for the entire world, we have found ourselves in perhaps a better place than many, because of the steps we've already taken. We have been supporting agile working for many years, we've invested in promoting mental health, we have focussed

on looking after our people – our employees, clients and suppliers – and the needs of the community around us. The advent of Covid-19 has placed an even greater emphasis on doing the right thing.

But we're not complacent, by any means, because being a responsible business means as long as we exist as a business, there will always be room for improvement. And we're happy to meet that challenge, with a positive outlook.



Our Local and Global Community





OUR LOCAL AND GLOBAL COMMUNITY – COMMUNITY INVESTMENT

Inspiring young lives through education, employability and inclusion



Our commitment to 'Inspiring Young Lives' is at the forefront of our community investment agenda. It gives us a platform from which we can begin to address social mobility in our sector, raise educational attainment and create better life chances for children and young people most in need.

Through mentoring, careers events and other initiatives, our volunteers aim to open young people up to their potential, encourage academic achievement and demonstrate to students the breadth of opportunities available to them.

Our people volunteer their skills to help children with subjects such as maths and

reading, and explore topics they're passionate about, in an accessible, relatable way. In 2020, we created the Social Mobility Champions network. Acting as role models for the students, one of the aims of the network is to continue our focus on employability, preparing young people for work and widening access to the legal sector.

We know this isn't a quick fix. We work with partner schools and organisations facing a variety of challenges. In the last 12 months, we have continued to support various programmes focussed on creating inclusive and healthy learning environments where children and young people can thrive. We're led by the need on a local basis, with one overarching global ambition: to raise aspirations and do everything we can to engage with, support and inspire the next generation.

Our virtual Schools Conference for International Men's Day, November 2020

We extended our reach on a virtual platform to **270 young people in the UK**, encouraging students to 'aim high' in their career aspirations.

Inspiring Young Lives over the 2020 holidays

Throughout the world, we provided assistance to **2,650 children**, through donations, campaigns and toy appeals.

Our UK Schools Partnership Programme

In 2019/2020 we have supported **658 students across 14 Schools**.

11,248

Number of young lives inspired in 2020/21 globally.



OUR LOCAL AND GLOBAL COMMUNITY CASE STUDY – AUSTRALIA: RECONCILIATION ACTION PLAN (RAP)

Working towards building relationships, respect and trust

We've aligned with Reconciliation Australia to produce our first Reconciliation Action Plan (RAP) and play our part in addressing the current and historical deep inequities and injustices experienced by Aboriginal and Torres Strait Islander peoples since colonisation.

With the oldest enduring cultures in the world, the strength and resilience of Aboriginal and Torres Strait Islander peoples must be celebrated. And yet today, there are unacceptable gaps in health, economic, social and employment outcomes compared to non-indigenous Australians. We think, and feel, that needs to change. Which is why we're working within the framework of Reconciliation Australia to formalise our commitments to action. Our work begins with the 'Reflect' stage. To prepare for our reconciliation initiatives, we must first reflect on our own capability to take action. That will help us to build solid foundations, to enable us to move towards making a meaningful, sustainable contribution.

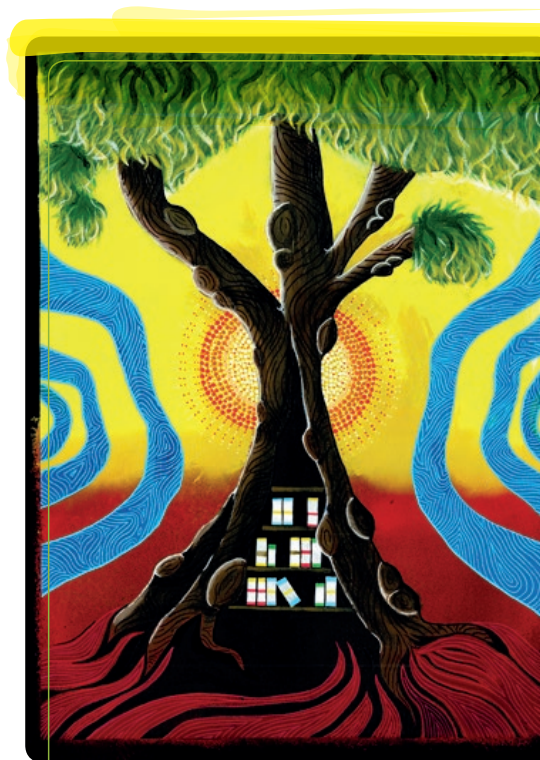
Inspiring young lives through our virtual internship: We want to focus our action on empowering young people to access our profession. Via the recruitment pages of our website, students can access our open access virtual work experience programme, gaining an insight into the working world of a junior lawyer. The new virtual platform is particularly accessible for those Aboriginal and Torres Strait Islander students who live in remote areas. We're also collaborating with a range of stakeholders to create initiatives to inspire high school and university students to think about a future in the legal and professional services sector.



Our support for the **Clontarf Foundation** has encouraged and enabled **30 high school students** to complete their education over the last three years.

“It's a long term, multi-layered project that will take years, if not decades. But it's a responsibility we're determined to take on. After all, our purpose, our responsible business commitments to the UN Global Compact and Sustainable Development Goals can only be realised through the action plans we put into place.”

Katie Williams, Partner, Perth



'Mari Koort' by Peter Farmer III and Kayley Anne Emery





OUR LOCAL AND GLOBAL COMMUNITY PRO BONO WORK – CASE STUDY: LA VOIX DE L'ENFANTS

Providing our expertise pro bono



For many organisations, financing legal support is simply beyond their reach. That's why across the firm, worldwide, our people volunteer their skills and experience to charities, organisations and causes that are most deserving of help. That might mean getting involved with the charity Amicus, to support access to justice and a fair trial for individuals vulnerable to the death penalty. Or, providing general legal guidance to established entrepreneur businesses looking to grow via face to face legal clinics, email support and access to template agreements, through the NatWest Accelerator. Or, helping children, through La Voix de L'Enfants.

Protecting children wherever they are in danger, whatever the danger, throughout the world

La Voix de L'Enfants is a Federation of Associations around the world. Since becoming involved with the charity in 2014, we've been supporting them with pro bono legal advice, in relation to a number of inspiring initiatives.

Our support covers all areas of commercial and corporate law, such as advising in relation to regulatory framework, fundraising, crowdfunding and debates on rights for minors. In the last 12 months this support has been needed more than ever and we have worked with La Voix de L'Enfants on a legal analysis of the regulatory framework regarding minors and the tracking application

considered by the French government. We have also worked with the Association and more of their partners to collect and donate several hundred computers for local children. As many pupils in the Paris suburbs have been unable to keep up with their schooling, the equipment now enables them to follow classes at home.

And we work with the association on projects beyond the French frontiers. For instance, we've been working with them to establish legal citizenship rights for children in India and South Africa, so minors can access the rights and services to which they're entitled.

In 2020, we have made a commitment as signatories to the UK Collaborative Plan for Pro Bono and The Fundación Pro Bono España.



Since becoming the legal partner of Natwest Accelerator in 2016, we have around **200 volunteers** from every area of our business, who have delivered **10,000 hours** of free legal advice and guidance. In 2020 alone, we supported **1,200 entrepreneurs**.

“Being able to volunteer my time and work to support La Voix de l'Enfants is extremely important to me, through our support to La Voix de L'Enfants we are able to make a tangible difference for endangered children all over the world.”

Annabelle Richard, Partner, Paris

OUR LOCAL AND GLOBAL COMMUNITY CASE STUDY – PROJECT NALEDI, SOUTH AFRICA

Giving children in Soweto educational and recreational opportunities, through Project Naledi



Throughout South Africa, it is a sad reality that townships suffer from real deprivation. So from our Johannesburg office, we've engaged in an Inspiring Young Lives partnership project that's making a life-changing difference.

Overview of Project Naledi

Formally launched in 2018, the project aims to help local children improve their education and life prospects. It was important to us to make long-term relationships, to work together to give children in overcrowded, underprivileged schools an initiative that would have a lasting, positive effect. We partnered with a local school and charity who run a Saturday school, open to children from schools throughout the local area, to help children in key subjects. We've also partnered with the Soweto Equestrian Centre and Soweto Cricket Club. After morning study, groups of children are taken to each facility, where they can enjoy learning new activities beyond the classroom.

Over the last year, as Covid-19 shut down an already fragile economy, the project has experienced predictable difficulties but **we've supplied sanitisers and PPE** for pupils and staff members of the Primary school to enable the school to re-open and Saturday lessons to resume. This is in addition to the **financial support** we provide to the Saturday school, including **tutor expenses, catering, transportation costs, equipment** – and the **horse feed** we've donated to the Equestrian Centre during winter months. Yet we're hopeful that, over time, in conjunction with our partners, we can reach the point where happily, the whole of Project Naledi can become self-sufficient.



Our new **Library Project**, to open in 2021, will give **700 children at the school and 150 more children in the community** access to **over 2,000 books**, inside and outside of school hours.



Lessons started
12 August 2017, when
191 children registered



In 2019 we had **250 Project Naledi**
school learners



We have **expanded** the
range of learners from
Grade 2 to 12



20 tutors
are working
with Naledi



98% of Naledi students
passed their end of year
school exams

Our Clients and our Marketplace



OUR CLIENTS AND OUR MARKETPLACE - OVERVIEW

Helping our clients make responsible business part of their strategy

We're seeing a real momentum amongst the corporate sector towards a focus on the social dimensions of responsible business.

Our clients tell us that they are increasingly concerned with their ethical, social and environmental footprints. As a purpose-led professional services business we work in partnership with our clients to achieve their business strategies which extends beyond their commercial goals. We have a market-leading reputation in this area because everyone at Pinsent Masons has a shared vision of aspiring to make business work better for people which goes over and above just legal expertise. We help our clients make responsible business central to their strategy which enables them to achieve their goals and in turn, do business the right way for the right reasons.



During 2020, Covid-19 has piled pressure on many of our clients. This has caused us to re-think the way we provide legal advice, underpinned by our purpose and the tenets of responsible business.

So when our stakeholders come to us with a particular legal issue in mind, we ask ourselves, **"How can we use our skills to make our business work better for them, and in turn help them make their business as resilient as possible?"**



“We're always keen to share with clients, and we always invite collaboration. Whether that's regarding diversity and inclusion, or addressing mental wellbeing, or getting involved in a school mentoring programme... 'People helping people' makes for better business.”

Kate Dodd, Diversity and Inclusion Consultant, Manchester



We encourage everyone we work with to uphold the standards we set for ourselves – including championing human rights, outlawing child and forced labour and encouraging a culture in which people feel confident to report any instances of malpractice. Our **Global Standard of Ethical Conduct** clearly sets out our principles and serves as a baseline for how we work.

We're also committed to the Universal Declaration of Human Rights and we're signatories to the UN Standards of Conduct for Business; tackling discrimination against LGBTI people and the Women's Empowerment Principles.

By committing to these values, we aim to work with our clients in a very human, honest and professional manner. In doing so, we go beyond the 'transactional' stage, which allows us to strengthen and deepen our relationships.



Our acquisition of diversity and inclusion (D&I) consultancy

Brook Graham, in 2017, **enables us to combine our legal expertise with specialist, strategic management of D&I,**

to deliver innovative, comprehensive solutions for our clients.

OUR CLIENTS AND OUR MARKETPLACE – SUPPLY CHAIN ETHICS

Responsible procurement measures



When engaging suppliers, we make our choices very carefully. We make sure our decisions are purpose-led. So we've been challenging our processes, being progressive, making business better and striving for a more diverse range of suppliers.

We ask our buyers to put all their sourcing and supplier requirements (with limited exceptions) through our procurement gateway. We have honed and improved our supplier due diligence process to identify potential risks, and 'red flag' any risks that are significant. For example, our process is designed to flag supplier issues around modern slavery and environmental policies, before those become embedded in our supply chain.

Our dedicated team and relevant risk experts take all the information available from due diligence into account as part of our procurement process. We'll make sure we're confident in all relevant areas before giving a supplier our official 'green light'.

“During the Covid-19 lockdown, we've been engaging with suppliers in line with our purpose. Given the challenges and disruption caused by the pandemic, we've been taking a solution-led approach – leading constructive conversations, rather than adopting entrenched contract positions.”

Encouraging diversity throughout our supply chain

Our Central Procurement & Contracts (CPC) team have developed relationships with organisations such as WeConnect International who champion women-owned businesses, and MSDUK who promote ethnic minority-owned businesses. We look to them to help us offer more choice to our firm's buyers. As a result, we have been able to access their diverse supplier directories and engage with other corporates in their network, to learn from their diversity journey.



In 2020, as part of our commitment to measuring the impact of our work,

we participated in the Business in the Community BITC Responsible Business Tracker.

In 2019, we developed a relationship with 'Change Please', a not-for-profit organisation whose mission is to support people experiencing homelessness back into employment by running a training academy, to train and employ Baristas and provide additional support into onward employment. We provided a dedicated space within the newly refurbished reception and lounge of our London office for a Change Please coffee cart to enable them to sell hot drinks to our staff, tenants and visitors. We also provided financial support for the start-up costs and capital investment required for them to purchase the coffee cart, plus the equipment needed.

This coffee cart quickly became a huge success for Change Please turning over sales of £8,000 a month and generating enough profit to help support new training and provide other support to the homeless within the city. Sadly Covid-19 brought an abrupt stop to the grinding of coffee beans, however with a re-branding underway and a re-launch set for early summer, we cannot wait for Change Please to reopen the doors and start serving again.



“Responsible business is part of our DNA, it's what we aspire to. But what's also encouraging is, we're finding that doing business the right way often means more success in business. We see that in the way our clients question our supply chain, it's important to them.”

Myles Blewett, Legal Director, London

OUR CLIENTS AND OUR MARKETPLACE - CLIENT COLLABORATION: MINDFUL BUSINESS CHARTER

Working with clients to put mental health 'front of mind'



It's really important for us to connect with our clients and work together to find solutions to the issues which matter to us all. We have a privileged opportunity to deliver extra value and strengthen our relationships. One such example of that is the Mindful Business Charter.

The Charter was a collaborative venture, right from the start, between ourselves, Barclays and Addleshaw Goddard, another leading law firm. We spent a long time planning, to really dig deep into the issues. To identify what would make a positive impact on our people's mental health and the ways we work together.

MB Mindful Business Charter

Four key principles of the Mindful Business Charter



Openness and respect



Smart meetings and emails



Respecting rest periods



Mindful delegation

The reality is that many lawyers, bankers, in-house or in private practice, suffer from stress and other mental health issues. The Charter seeks to remove unnecessary sources of workplace stress and create a culture where everyone feels they can be open about mental health and wellbeing. After much deliberation, we arrived at four key principles, which aim to combat the

effects of working in a traditionally high-output, high-stress environment.

We've implemented the Charter throughout the firm, across the world. Whilst we recognise that each organisation will have their own interpretation around the principles, the big idea is to generate change. We're doing our best to lead by example.

“ Law firms and clients face unique challenges in Hong Kong and Asia Pacific. For a start, we work across multiple time zones and with other parties in different geographies. Those reasons alone drive home the need to ensure we embrace the principles of the Mindful Business Charter here. But more than that – even though we still work really hard – we believe there is a more efficient and effective way to work, both internally and with clients. It prompts people, including clients, to be more mindful of their impact on others. And to challenge some of the unhealthy practices that we've come to see as normal.

”

Alvin Ho, Partner, Hong Kong

The image shows a graphic for the Mindful Business Charter. It features a dark blue background with a soft, out-of-focus sunset or sunrise in shades of orange, pink, and purple. In the top right corner, the logo consists of a white 'MB' inside a partial circle, followed by the text 'Mindful Business Charter' in a white sans-serif font. At the bottom right, the phrase 'be brave.' is written in a white sans-serif font. A yellow vertical bar is visible on the far right edge of the image.

MB Mindful
Business
Charter

be brave.

OUR CLIENTS AND OUR MARKETPLACE: UK COLLABORATION WITH HSBC

Working with HSBC and students towards shared climate change ambitions

Working in partnership with clients to inspire young lives

Linked directly with the school curriculum, in December 2020, students at Cockburn School in Leeds were introduced to the concept of sustainable business. With the aim of inspiring young lives, volunteers from HSBC and Pinsent Masons worked with Ahead Partnership to take part in facilitated workshops. The sessions encouraged pupils to think about the UN Sustainable Development Goals and work out which of these mattered most to them. From there,

they developed their own sustainable business proposal, in line with those goals.

Following the workshops, we asked students if they would act differently in any way, as a result of what they had thought about and learned. One Year 10 student said, **"I think I'll consider the effect I have on the world and the environment, from what I do. I'll try to do things that are more environmentally friendly."**

“It was fantastic to see young people engaged with the topic, with so much passion both from the students and the volunteers alike. A very fulfilling and rewarding session.”

Camilla Ash, Solicitor, London



“This project was an excellent example of two businesses with a strong sense of corporate purpose working together to bring the concept of sustainable business to life for young people. It was an exciting project to develop and deliver with our long-standing partner Pinsent Masons, and the first of many more to come.”

Stephanie Burras CBE, Chief Executive of Ahead Partnership



Our People



OUR PEOPLE – OVERVIEW

Our business goals are supported by our people and our culture

When people feel like they are working in an inclusive environment and their wellbeing is being genuinely prioritised, they're often happier and more successful.

We've taken steps to make people feel good about working for us in many ways. One of those ways is to be proactive in promoting inclusion and belonging – we're passionate about creating a workplace where people have an equal opportunity to shine. We need people with different talents, cultures, outlooks and experiences of life.

All those elements together give us a wider perspective, and give our clients a greater depth of knowledge and expertise. In short, we want to make everyone who works for us feel welcomed, included, respected and supported: We're pleased to say, inclusion and belonging is firmly at the top of our agenda.



In our **2019 Pay Gap Report**, we took the opportunity to apply the calculations more widely to our business. In addition to the mandatory employee gender reporting requirements, **we once again included partner and ethnicity data and opted to analyse our LGB pay gap too.**



We monitor the diversity of our UK workforce **in accordance with SRA requirements** and use this data to review and refresh diversity targets and plans.



30% of our people, globally, are members of one of our **employee network groups.**



85% of our global management and leadership teams have attended our face-to-face Inclusive Leadership Programme.



We're putting the focus on performance and delivery, rather than presenteeism, by instituting a culture of agile working.



“Inclusion is part of who we are at Pinsent Masons. It is inherently part of our culture and helps to form our sense of community. This has been especially important during 2020, as we have accelerated the move towards agile working. As an organisation, we want to ensure we resonate with all our colleagues, and encourage our inclusion network groups.”

Daniel Chowdhury, Senior Internal Communications Consultant, London



Supporting our LGBT+ community

It's important that all of our people, whatever their sexual orientation or gender identity, feel comfortable, safe and supported being themselves at work. In 2008, we were the first law firm to be placed on the Stonewall Workplace Equality Index and in 2019 we were ranked in first place as Employer of the Year, a Top Global Employer and a Top Trans Employer. We are proud of the journey we have been on to create real cultural change for our LGBT+ colleagues but we recognise there is always more to be done. In 2020, our LGBT+ network has created a forum to ensure colleagues can stay connected during the pandemic, moving to a virtual platform to host our first online LGBT+ Network Conference, a Pride Celebration and various panel events.



In 2021, we are launching a new **Inclusion Allies Network** to enable all of our people to stand up and support their colleagues and members of all of our inclusion network groups. **An Inclusion Ally is someone who understands the power of belonging and uses their time and energy to create an inclusive workplace environment where everyone can thrive.**



“When I started at Pinsent Masons, it started a new chapter in my life. For me, as a gay man, it wasn't just a job, it was an awakening. And I find that really special.”

Ciaran Wilkinson, Senior Associate, London

“During an extraordinary year, the sense of inclusion across Pinsent Masons was the glue which held the organisation together during a uniquely challenging time – when people were physically separated from each other. Our shared commitment to purpose, inclusion and wellbeing were vital ingredients which supported our people in all aspects of their lives. As a result, it's helped them, and the firm, get through the pandemic as one global team.”

Jonathan Bond, Director of HR, London



“ When working on the Girls Out Loud initiative in schools, I saw a lot of children from black and ethnic minorities. Just seeing someone ‘who looks like you’, although it seems so simple, was really inspirational for the students. It gave them a sense of possibility, something to aspire to. ”

Clemence Mimbulu, Solicitor, Manchester

Addressing Gender Equality

The legal sector still has work to do to achieve a better gender balance at senior levels. We have committed to addressing this issue within Pinsent Masons through our **Sky initiative**. **Sky** aims to remove potential barriers to progression for women and create a better workplace for everyone. Our **Female Futures Network** is open to all of our people and aims to provide a forum for discussion, networking and informal mentoring.

For students in the UK, our biannual partner schools’ conferences celebrate International Women’s Day and International Men’s Day. Both events bring together students and volunteers, who talk about their own careers and aim to raise student aspirations. In 2020, 270 students benefitted from these events as we moved to deliver them in a virtual format.

Alongside our school partnership programme, we are working with Girls Out Loud to support its ‘Big Sister’ programme, giving one-to-one mentoring to inspire and empower teenage girls at two inner-city schools in Manchester.



Recognising the need to engage men in gender initiatives too, in 2018, **we launched a Working Fathers Network.**



28% of our Partners are Female. We reached our 25% target a year earlier than planned and are now working towards achieving 30% female partners.



In 2020, we were once again recognised in **the UK as a Times Top 50 Employer for Women.**



We were proud to be recognised as **a top 20 Diversity Leader by the Financial Times, ranked 11th in its Diversity Leaders 2021 report.**



“ 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

“ Following the launch of our work around race and ethnicity in 2018, we have rolled out a number of initiatives that we believe will promote positive change. Our reciprocal mentoring scheme has paired 22 of the most senior members of the firm with colleagues from minority ethnic backgrounds while our eLearning programme tackles awareness and unconscious bias during the recruitment process. The legal profession has a long way to go, but via initiatives that dispel myths and stereotypes around race and ethnicity, we hope to contribute to industry-wide change. We firmly believe that transparency, openness and a commitment to diversity will drive positive change. ”

Hammad Akhtar, Sun Lead Partner, London

Supporting and encouraging our people to talk about race

First launched in 2018, **Sun** is our long-term initiative which aims to help us better understand our firm from the perspective of race and ethnicity and remove the barriers to recruitment and career progression which might disproportionately impact people from minority ethnic backgrounds. As part of phase one of **Sun**, we carried out consultations engaging a third of our people in the UK, Middle East and Australia to find out where the issues lie and how we can improve. We identified three areas of focus – culture, leadership commitment to race and ethnicity and career progression.

In 2020, as part of our commitment to **Sun**:

- We have developed ongoing Group and Reciprocal Mentoring Programmes.
- We have launched our global '**Talk About Race**' film to demonstrate our commitment to breaking down the barriers

in the workplace. Featuring employees from across our global network, the film addresses racial stereotypes and the need to be open about race and ethnicity **Talk About Race** (pinsentmasons.com).

- We have rolled out Cultural Dimensions training in the Middle East and we have launched a new training workshop, 'Let's Keep Talking About Race' in the UK. The training sessions have now been experienced by hundreds of our people, with 98% of participants saying that the course content was "spot on" and 94% saying that the course was "very relevant to their needs".
- We have created our Real Role Models publication which spotlights people across the organisation who identify as minority ethnic and are happy to share their career stories and provide inspiration for others.

One way people can get involved is by joining our FREE Network (Faith, Race, Ethnicity & Equality). The group is open to all of our people and aims to raise awareness of the issues around race, ethnicity and faith within the sector, giving employees a sounding board, and a platform to provide feedback.

Supporting our working parents and carers

In 2021, we are re-launching our Family Support Network to better recognise the differing dynamics of family life and provide additional support for our people with caring responsibilities. Over the last twelve months, we know that our people have faced a variety of challenges as a result of Covid-19 and as part of our wider support programme, we have accelerated the launch of a new global Carers' Leave Policy.

Our Wellbeing

In 2020, our Disability & Wellbeing Group has responded to feedback and recognised the need to keep our people connected and provide appropriate forums to share common experiences and seek support. We have launched four new focus sub-groups open to all our people:

Menopause Awareness & Fan Clubs

Our 'Fan Clubs' were established to remove the stigma around menopause in the workplace and to provide a safe, open and comfortable environment for colleagues to meet informally and to access support. In 2021, we have launched new menopause awareness training sessions to provide guidance and promote a supportive workplace environment.

NeuroDiversity Network

Our NeuroDiversity Network aims to create a culture which removes barriers and enables everyone to reach their full potential in the workplace. The group raises awareness of the various aspects of neurodiversity, including dyslexia, autism and Asperger's Syndrome. Members meet virtually to share experiences and stories in a safe and open setting.

Cancer Awareness

We all know talking about cancer isn't always easy. This group has been established with the aim of providing support and increasing awareness of the cancer risk factors and the importance of early diagnosis.

Focus on Fertility

This group is open to everyone and aims to support anyone dealing with fertility issues in the widest sense and baby loss at any stage. This includes helping people who may be looking to understand more about the firm's policies and resources or just simply enabling people to seek support from others and share experiences.



Strategies for looking after our people's mental health

As well as working with clients to establish the Mindful Business Charter – which identifies ways to work smarter and to eliminate unnecessary sources of stress in the industry, we are committed to delivering our Mental Health Strategy. We've developed a '**Minds Matter**' portal, housing information and links to sources of support. A particular emphasis has been put on supporting colleagues who are working remotely during Covid-19.

Employees can also access free counselling sessions and a wide range of wellbeing, resilience and mental health awareness training. Recognising that many people struggle to talk about their mental health issues, we now have a visible network of **Mental Health Champions**, who can offer colleagues a safe, non-judgemental space to start talking.



We have recruited and trained **300 Mental Health Champions** as part of our **Mental Health Strategy**.



In recognition for our work supporting working parents and carers with children's mental health, we were joint winners of the **Working Families 'Best for Innovation' Award 2020**.



“Pinsent Masons encourages us to bring our whole selves to work. We can be open about what we need from the firm and how we want to be treated by colleagues, clients and intermediaries – we can all find support in a number of inclusion networks. And I really enjoy seeing new colleagues thrive as they're welcomed into our inclusive networks.”

Lynne McCaughey, Senior Atlas Delivery Executive, Glasgow

Our Environmental Impact



OUR ENVIRONMENT: OUR STRATEGY, OUR CLIENTS' STRATEGY

Action on climate change and sustainability are at the core of our business strategy

We take our environmental responsibilities very seriously in all areas of our business. From our own operations, through our supply chain and when working with our clients.

Taking action to reduce our environmental impact is a key part of our purpose as a responsible business. Whilst this has long been a focus for us, over the past year we have taken things to the next level. In September we launched our Climate Change Mitigation & Sustainability Platform. This makes us one of the first law firms to establish a board-sponsored platform dedicated to educating, influencing and advocating for positive action on climate change.

We also updated our strategy to reflect our strengthened environmental commitment and to reducing our greenhouse gas emissions to Net Zero. Having committed to science based targets in 2020; we will publish our Net Zero date by Q2 2021.

We strongly believe this is a business imperative. We're seeing that reflected in our clients' views too. More and more, as the large corporate clients we work with are taking positive action, we are seeing procurement processes demanding detailed information about our action in this area too.

Our commitment to the UN Sustainable Development Goals extends to working with our clients. To create, deliver and implement low carbon solutions and technologies, to support the transition to a lower carbon world.



Climate change is becoming increasingly important to our clients, and we're part of our clients' supply chain. So we work in partnership with our clients and third parties to solve our shared challenges.



OUR ENVIRONMENT: OUR COMMUNICATION INITIATIVES

We're communicating our environmental responsibilities and action on all platforms

“Our Head of Climate Change Advisory has given us all a clear focus, “Our aim is to educate, influence and advocate on behalf of positive environmental change.”

”

In order to demonstrate the action that we're taking, what our clients are doing and what's changing in the world, we've hosted around 30 presentations to our partners and the leadership teams in all our groups, sectors and locations. We have compiled a broadcast that has been shared with the entire firm and from there, we've seen a ripple effect, as individual partners have then engaged with their teams, contacts and clients. In addition, we're engaging directly with our employees, our clients and our supply chain, as well as with universities, NGOs and charities about how we are reducing our environmental impact and how we can all work together and use the power of the law to influence progress.

Throughout last year, we created podcasts and hosted a series of webinars on different aspects of climate change. And we'll be getting involved in a series of events involving industry figures, government and clients over the next six or seven months, in the run up to the United Nations Conference on Climate Change (COP26) to be held in Glasgow in November 2021.

We want to share how Pinsent Masons is making change happen, not just within our own business, but how we're educating, influencing and advocating for cultural change internally and externally and supporting our clients to take action.



We are committed to using 100% renewable electricity across our global operations by 2030 and we're almost 80% there already.

We're one of the founding members of the Net Zero Infrastructure Coalition.

Working with environmental consultants, WSP, we're setting science-based targets and making a Net Zero commitment.



As members of CDP, we can ask our suppliers to complete the CDP 'Climate Change' questionnaire, enabling us to collect and analyse data on their performance against environmental KPIs. We can then provide feedback and work with our supply chain to help find solutions and make improvements.

We are signatories to the Campaign for Greener Arbitrations, Green Pledge. The Campaign seeks to raise awareness of the significant impact of the arbitration community and seeks to promote best practice in managing arbitrations in a sustainable way.

OUR ENVIRONMENT: EXAMPLES OF INNOVATION

The UK was the first major economy in the world to set a legally binding target of Net Zero emissions by 2050

We've always sought to take a position of leadership in reducing our carbon emissions. By committing to science-based targets and setting a Net Zero date by Q2 2021 we are delivering on that objective.

Whether we're working with clients to decarbonise their energy supply, develop new nuclear, develop hydrogen technology, invest in low carbon research, develop green finance documents or sustainability bonds, our actions are making a difference. We're committing to real action within our own business as you'll see from the two examples here.

We're also working with a supplier to reduce electricity consumption in our London office and generate passive income by implementing load balancing services. Balancing services are required every day by grid operators to manage fluctuations in electricity supply and demand to avoid blackouts. To help balance fluctuations when they occur, the supplier's digital technology uses the flexible load in our building to adjust electricity consumption for a short period of time - reducing energy consumption and associated emissions and generating income.

We're working hard to reduce our direct and indirect emissions and are fully focussed on investing in our shared low carbon future.



In 2019, we installed energy analytics software in our London HQ. The 'Collaborative Asset Performance Programme' software provides visibility and analysis of plant operation and building conditions that is not practical to achieve via the building management system. Following an initial period of monitoring, several efficiency measures were identified and implemented – achieving an 8% reduction in energy consumption before building closures in March 2020. The system will be installed in our Leeds office this year.



We've taken measures such as 'no travel weeks', in order to reduce our CO2 emissions. And to reduce the need for travel, we've installed smart office management systems and enhanced our teleconferencing and telepresence.

THE PATH TO NET ZERO



Now you've had an insight into how we engage with people as a responsible business, we hope you'll see why we have a positive outlook.

If you've been inspired, please share your thoughts – we'd like to hear from you.
To join the conversation please contact...



Kate Fergusson
Head of Responsible Business

☎ +44 (0)113 231 4000

☎ +44 (0)7748 112 009

✉ kate.fergusson@pinsentmasons.com



Mike Harvey
Responsible Business Manager

☎ +44 (0)113 3687 660

☎ +44 (0)7795 636 995

✉ mike.harvey@pinsentmasons.com



This note does not constitute legal advice.
Specific legal advice should be taken before acting on any of the topics covered.

Pinsent Masons LLP is a limited liability partnership, registered in England and Wales (registered number: OC333653) authorised and regulated by the Solicitors Regulation Authority and the appropriate jurisdictions in which it operates. Reference to 'Pinsent Masons' is to Pinsent Masons LLP and/or one or more of the affiliated entities that practise under the name 'Pinsent Masons' as the context requires. The word "partner", used in relation to the LLP, refers to a member or an employee or consultant of the LLP or any affiliated firm, with equivalent standing. A list of members of Pinsent Masons, those non-members who are designated as partners, and non-member partners in affiliated entities, is available for inspection at our offices or at www.pinsentmasons.com. © Pinsent Masons.

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