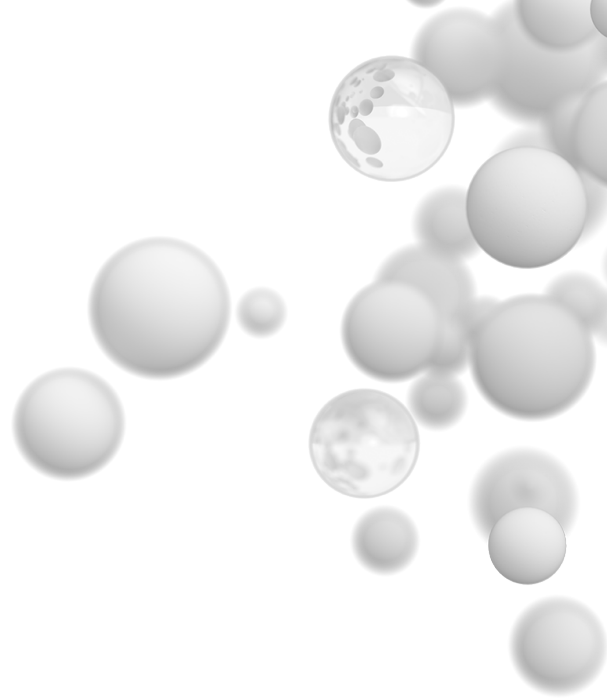


Responsible business review 2021

Our commitment to
community

Contents



06

Pro bono

11

Driving equality of opportunity in our communities

13

People, culture and community at Simmons & Simmons

14

Strategic sustainability

17

Our business

18

Progress in 2020/2021

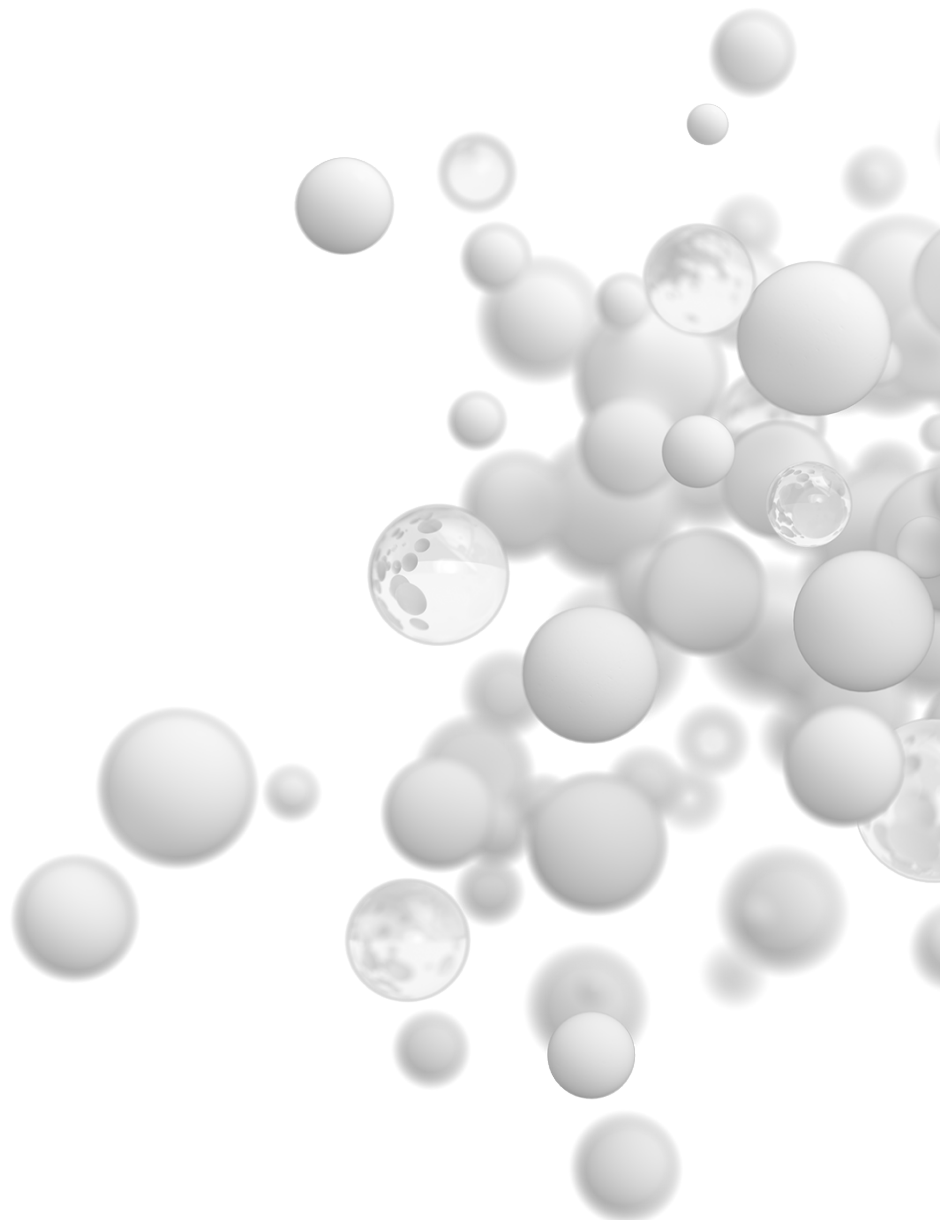
20

Targets

21

UN Global Compact principles

Due to the Covid-19 pandemic, this communication on progress document reports on activity during June 2019 - June 2021.





Senior partner, Colin Passmore reflects on the past two years for responsible business:

“Despite the impact of the Covid-19 pandemic, I have been continually impressed by the initiatives we have undertaken across the firm over this very challenging period. It quickly became clear that we needed to find new ways to respond to these challenges, especially as the numbers of vulnerable people needing access to justice grew dramatically. Significantly, our access to justice programme has helped win over £2m in real money for our vulnerable clients over the past year.

At the same time, we have also responded with many more online events which have seen our diversity networks collaborating to share content, which has had far greater reach than before the pandemic. These events have demonstrated the need for everyone to support each other and stay connected despite the challenges posed by Covid-19. Necessarily, in these unfamiliar circumstances, we scaled back our entries to award submissions in order the better to focus on understanding and fulfilling the needs of our own people as well as the wider community with which we seek to engage.

Over the coming year, while continuing our comprehensive responsible business activities, 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



KEY HIGHLIGHTS

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

We saw a **70% increase in membership** of our race and ethnicity network.

12 students have been awarded the **Simmons & Simmons bursary** to assist them through university.

Global activity to mark **International Women's Day**.

Winners in two categories at the **Women in Law Awards 2020**.

First virtual **LGBT+ pride celebration** hosted for our international network members, allies and clients.

Won **CSR Innovation of the Year** at the Legal Innovation Awards 2020 for the Young Talent Programme.



PRO BONO IN NUMBERS

approximately

24,000 hours

of pro bono were recorded globally
at a value of approximately
£9,265,817.

630 lawyers

undertook pro bono work globally.

Access to Justice

- **97%** success rate
- Over **£865,000** in backdated benefits
- Over **£2m** in advance rewards

Awards

- Nominated for **2020 International Law Firm of the Year Award** by TrustLaw, the Thomson Reuters Foundation's global pro bono legal service.
- Nominated for the **2019 Law Society Legal Excellence Award** for Excellence in Pro Bono for The Human Rights Defenders Toolbox, produced in collaboration with Peace Brigades International UK.

PRO BONO

Defending human rights and supporting communities around the world

Over the past 24 months, our involvement in a number of causes has had a significant positive 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:

- Belgium
- China
- France
- Germany
- Hong Kong SAR
- Ireland
- Italy
- Luxembourg
- Netherlands
- Qatar
- Singapore
- UAE
- Bristol and London

There are four focus areas:

- Women and families
- LGBT+
- Race and ethnicity
- Environment and animal welfare

Plus workstreams:

- Business and human rights
- Social impact investing

We released our new pro bono strategy in November 2020 during Pro Bono Week, which identified our four focus groups and two workstreams. Our goal is to better align the pro bono practice with the activities of the firm and to focus on areas where we believe we can have the greatest impact – and therefore meet our responsibilities under the **UN Global Compact**.

.....

Focus group objectives:

- to provide pro bono advice to not for profit entities working in these sectors;
- to seek out and advise on well-scoped and impactful legal projects aimed at strategically progressing the agendas of entities working in these sectors;
- to build internal know-how and promote awareness of the legal issues affecting each sector.

The Human Rights Defenders Toolbox

Since 2018 we have worked closely with Peace Brigades International (PBI) UK in developing a resource for those working on business and human rights issues, known as the Human Rights Defenders Toolbox, which is the first centralised online resource for rural communities and lawyers dealing with corporate human rights violations. Throughout 2020 PBI UK and Simmons rolled out a capacity building programme for human rights defenders at risk through a series of webinars connected to the Toolbox.

<https://peacebrigades.org.uk/capacity-building-webinar-series-toolbox>



Driving a pro bono culture

Over 100 volunteer lawyers and 45 partners have worked for the programme, contributing to the £2m 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.

Secondments

We seconded a supervising associate from the litigation & arbitration team to the Worldwide Fund for Nature for 3 months to develop their legal unit's strategy regarding nature loss related risks and the UK financial sector.

Access to justice case work

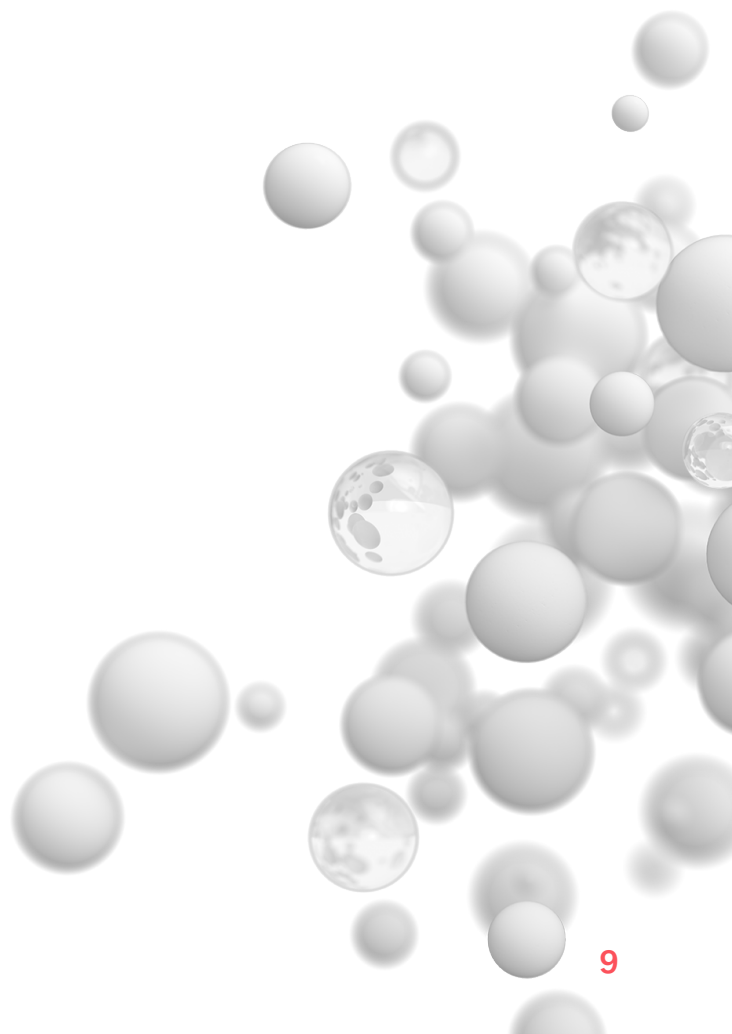
Welfare benefits were removed from the scope to free legal advice under the Legal Aid Sentencing & Punishment of Offenders Act 2012, leading many vulnerable individuals without assistance to challenge an administrative decision.

Our programme enables volunteers to assist with two main types of disability benefits appeals: Personal Independence Payments (PIP) and Employment Support Allowance (ESA). We are also seeing more Universal Credit (UC) appeals.

The programme has taken on 270 cases, achieving backdated payments of over £865,000. Including advance awards, the team has helped to achieve over £2m for its vulnerable clients.

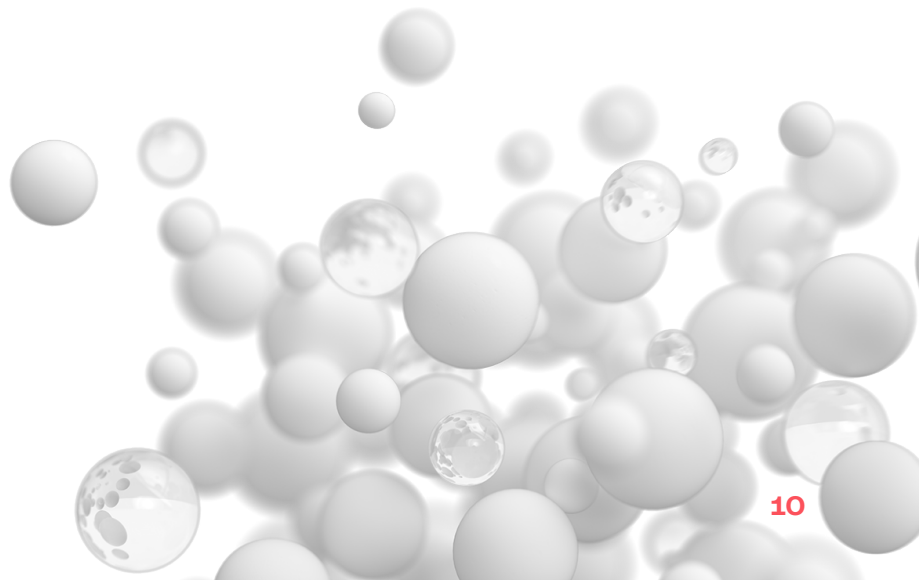
Informing the debate

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 wider discussion and analysis under the Administrative Justice Court of 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.



PRO BONO INITIATIVES

- **Pro bono advice** has been provided internationally on a wide range of legal specialisms, including: banking, charity law, commercial contracts, competition, defamation, dispute resolution, discrimination, employment, financial crime regulations, funds and financing, IP, privacy and data protection, mergers, real estate, and welfare & benefits.
- **Since 2019** we have provided pro bono support to the legal programme for the Protection of Traditional Knowledge and Traditional Cultural Expression in Bhutan. This project delivered the first ever intellectual property law lectures at Jigme Singye Wangchuck School of Law in Bhutan. Law students have engaged traditional practitioners across Bhutan to secure legal recognition and protections for their work and have raised awareness about the economic benefits that can be gained from transmitting core values, know how, and beliefs from one generation to the next. This project was developed and delivered in line with Bhutan's economic policy of Gross National Happiness and Sustainable Development.
- **In Singapore** we advised Transient Workers Count Too, an organisation dedicated to improving conditions for low-wage migrant workers and advocates against exploitation of labourers, so that employees are afforded fair treatment, dignity and respect.
- **In Dublin**, we provided advice to Humanitarian OpenStreetMap Team which creates maps to assist in some of the most vulnerable and disaster-prone areas of the world.
- **We advised** on the creation of a social impact bond for end of life care - the first to be created outside of London, and only the sixth of its kind in the UK.
- **Our Amsterdam office** successfully defended Doctors Without Borders in an IP matter in the Netherlands.
- **Our Madrid** employment team advised the Spanish branch of UNRWA on Covid-19 review of contractor agreements.
- **We provided IP advice** to the International Union Against Tuberculosis and Lung Disease, a global scientific organisation with a mission to improve health among people living in poverty.
- **Our London** crime team supported an anti-corruption campaign group with the provisions of detailed comments for use in parliamentary committee debates on draft anti-corruption legislation in Papua New Guinea and proposed proceeds of crime legislation in Kenya.



OVERVIEW

Driving equality of opportunity

Throughout the Covid-19 pandemic, 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.

“Frederick Bremer School has benefitted an immeasurable amount from the Young Talent Programme. The programme has provided our pupils with amazing opportunities and helped greatly raise their aspirations. We’re now in our tenth year, and the prestige of the programme is such that even in this hectic and unprecedented year, the programme still proved popular for our year 10 pupils. Not only does this programme benefit our pupils in years 10, 11 and beyond, but our KS3 pupils feel the effects through the widened experience by Simmons & Simmons.”

- Harriet Cooke, Frederick Bremer School

The Young Talent Programme

We continue to develop our ambitious award-winning social mobility programme with Frederick Bremer School, in Walthamstow, London. The programme is designed to raise students’ aspirations through a series of ongoing, longer term initiatives that provide access to opportunities within the legal profession, and an insight into the world of work.

In recent years we celebrated huge milestones for our Young Talent Programme. We welcomed the 100th student onto the scheme. We also recruited our first permanent hire from cohort 1 of the programme into full-time employment at the firm and our first trainee from cohort 2 will join the firm in September 2021. The programme received an award for ‘CSR Innovation’ at the Legal Week Innovation Awards 2020. We also recruited an intern from cohort 2 who is currently working in our marketing & business development team.

Brampton Manor

In September 2021 we launched a new social mobility initiative with Brampton Manor Academy Sixth Form, East Ham, London, to support students who want to pursue a career in law. The students at Brampton Manor Academy are strong academically and 94% of them are the first in their immediate family to go to university, with around 50 students securing places at Oxbridge universities each year.

While Brampton Manor students are academically gifted, the sixth form found that there was a discrepancy between the large proportion of students who said they were interested in law and the small number who then went onto secure training contracts. Our partnership with Brampton Manor empowers those students who want a career in commercial law to achieve that goal. Our carefully designed programme supports the students via work experience, mentoring and skills sessions over the course of two years, so that they can realise their ambitions of becoming a lawyer.

OVERVIEW OF SOCIAL MOBILITY

Reading schemes

Throughout 2019, Simmons volunteers have made weekly visits to primary schools to assist with their reading and help improve their skills.

Madrid

We supported UNICEF by providing food, water purification tablets and polio vaccines to those in need in Africa.

London

The Big Issue Vendor Development programme
We have supported the Big Issue Vendor Development programme for 13 years. In 2020, 27 students took part in the Big Issue vendor shadowing experience in London during their trainee induction.

Amsterdam

We hosted job application training for 8 students as part of JINC Amsterdam's Learning Continuity Programme.

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.

Dusseldorf

Our team sponsored the costs of creating an accessible invitation for blind people to DiverseCity, an annual diversity event held in Düsseldorf.

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, sharing the experience of a day at a law firm.

Dubai

Our team donated food to their local Ramadan sharing fridge which provides low salary workers access with free food to break their fast with during Ramadan

Frankfurt

We participated in the first virtual JP Morgan Run in Frankfurt, raising money for Deutsche Sporthilfe and Deutsche Behindertensportjugend.

PEOPLE, CULTURE AND COMMUNITY AT SIMMONS & SIMMONS

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.

Gender equality

This year, the firm became a signatory to The Law Society: Women in Law Pledge. And in 2019, we were named a Times Top Employer for Women for the sixth time. As of today, women make up 26% of the UK partnership. This has almost doubled in the last ten years.

Striving for gender equality remains a key business priority. We're 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 meet our goals?

- Stretching targets for female partner promotions – increased to 40% in 2019
- All female and male managing associates on their route to partnership are assigned a senior equity partner sponsor to provide support.
- Women to make up at least 40% of all managing associate promotions. 50% of our lateral partner hires were women.
- Our partner, associate and business services gender balance committees help to ensure we are always listening, agreeing goals and identifying opportunities to further female progression.
- Our women's network, The Number One Club, leads on collaborating with our clients' women's networks and industry bodies.
- Mandatory inclusive leadership and unconscious bias training

Flexible working

The firm offers both formal and informal remote working to everyone.

We are proud supporters of Stonewall, Working Families, PRIME, and the Timewise Foundation.

Race and ethnicity

We have continued to develop our approach in increasing race and ethnicity diversity in the firm. We've set new targets for our partnership and trainees and have already seen a step change across our firm and an increase in network membership by 70%. We continue to work closely with external organisations at graduate level and have signed up to the RARE race fairness commitment and the 10,000 Black Interns programme.

In 2020, Fiona Bolton, co-chair of our race and ethnicity network, EMerge, was recognised in the EMpower 100 Ethnic Minority Executives list. The network was also awarded for its race and ethnicity action plan at the 2020 Women in Law awards.

Our structured mentoring programme aims to share and educate on experiences of our ethnic minority colleagues. Stakeholders, including our senior partner and managing partner, have taken on mentor and mentee roles across our legal and business services teams. We have also had client mentors participate in the programme.

LGBT+

We are proud of our strong external reputation for ongoing commitment to LGBT+ equality. And we are proud to be recognised as a Stonewall Top Global Employer for five consecutive years.

We held our first virtual Pride celebration in the UK and have worked hard to increase our focus on improved bi-visibility alongside an event from the London Bisexual Network.

Wellbeing

Our approach to wellbeing looks at three areas; mental, physical and financial wellbeing. We have a number of initiatives and resources to promote an open and supportive environment where employees feel able to speak openly about their wellbeing.

We are proud signatories of the Mindful Business Charter, a client-led project setting out best practice behavioural principles to assist with reducing avoidable stress in the legal sector. In 2020, we launched a Wellbeing Hub which provides resources aimed at promoting wellbeing whilst working remotely amid the Covid-19 pandemic.

We also have a range of offerings including trained mental health first aiders and champions, remote yoga classes, 24/7 employee assistance programme and weekly remote mindfulness sessions.

STRATEGIC SUSTAINABILITY

Over the past two years, we have continued to focus 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.

In 2019, we offset 9,648 tco2e via Pure Leapfrog.

Wind power generation in India

This bundled wind power project, fully certified by the verified carbon standard, spans various states across India that have traditionally been reliant on fossil fuel generated electricity. The project plays a vital part in India's shift towards a low carbon economy by generating electricity from a renewable resource and supplying it to the state grid.

About **70% of India's electricity** is generated by fossil fuels but wind is playing an increasing role in the generation mix.

This project provides the following positive impacts:

- provision of jobs in local communities across India
- improvement to the livelihoods of families employed by the projects
- awareness raising among communities of the impacts of climate change and how to mitigate them
- reducing the reliance on energy generation from fossil fuels assisting communities across India to gain access to renewable and sustainable sources of electricity



Purifying water in Cambodia and Laos

This project disseminates locally-made ceramic water purifiers so that families no longer need to boil their water to make it safe, thereby reducing indoor air pollution from wood burning, slashing household fuel costs, whilst also protecting vulnerable forests.

The purifiers' pores trap illness causing bacteria by up to 99.99% and can treat 20L of water at a time.

Development opportunities and overcoming challenges in Myanmar

In Myanmar, there are multiple reasons for the deforestation of the mangroves: large scale conversion of mangrove zones for fishing, shrimp farming, agriculture, and infrastructure that has creates just as much pollution as natural disasters. The project covers 200,000 hectares, mainly in the northern region of Ayeyarwady. The objective is to replant the mangroves and restore and preserve the degraded zones. The project is developed by the Ministry of Forests and the local communities.

As a result, an ecosystem of mangrove management that is sustainable will be established which includes: carbon sequestration, preservation of the coasts from natural disasters, and improving economic conditions locally among the communities to safeguard livelihoods.



The green room

The firm launched an international environmental committee, known as the green room global in March 2021. Internationally, the committee links together our environmental initiatives across our network to share ideas and best practice, with a view to achieving greater impact through scale.

The firm is currently working with a leading environmental consultant to map out an ambitious pathway to net zero.

International initiatives

London

We reduced our London office space by 20,000 ft² in May 2020 which contributed to a decrease in carbon footprint.

Bristol

In March 2020, our new Bristol office, Aurora, received a BREEAM Outstanding certification for our sustainable environment. BREEAM is an international scheme that provides independent third-party certification of the assessment of the sustainability performance of individual buildings, communities and infrastructure projects. Aurora is one of only six buildings in the UK to achieve such a high rating.

Madrid

All plastic water bottles have been replaced with glass water bottles and single use plastic cups have been replaced with steel water bottles.

Paris

The Paris office purchases an increasing percentage of stationery and catering services from charities and companies which are employing disabled persons (Ateliers St Christophe, les Fourneaux de Marthe et Matthieu and le Café Joyeux).

Amsterdam

Our Amsterdam office has implemented new environmental initiatives in their office such as providing refillable water bottles in meeting rooms and introducing a waste segregation system.



OUR BUSINESS

Modern slavery

We are committed to ensuring that no modern slavery or human trafficking takes place within our business or supply chain. We strive to provide legal services according to the highest ethical and professional standards and take our responsibilities to our clients, our people, our suppliers and the communities in which we do business seriously. We have a trained and experienced HR department that oversees the recruitment of office staff and ensures that appropriate checks are carried out before taking on new members of staff. Our staff are protected by our comprehensive range of policies and procedures which reflect our commitment to them to ensure they are fairly treated:

Human rights policy

- diversity and inclusion policy
- ethics policy
- bullying and harassment policy
- grievance procedure
- anonymous whistleblowing hotline
- health and safety policy statement and procedures

We have a robust client and matter on-boarding process that checks for issues of concern including those relating to human rights and modern slavery. We have reviewed and assessed the main areas of modern slavery risks posed by our supply chain with a view to taking appropriate and risk-based actions to mitigate those risks. As a firm, we only deal with reputable and well-established suppliers and we have a strong record for working with and supporting our suppliers throughout the lifetime of our contractual relationships, to improve and develop their corporate responsibility commitment, which includes modern slavery.

Risk management and human rights due diligence

As a signatory of the United Nations Global Compact, we actively support its principles, which include the areas of human rights and labour, by reflecting them in our processes and policies.

Our firmwide human rights policy which we expect all partners, employees, consultants and contractors or third parties to adhere to when acting on behalf of the firm, reflects international human rights principles set out in the Universal Declaration of Human Rights, the UN Global Compact and UN Guiding Principles on Business and Human Rights.

We have a comprehensive set of risk management policies to ensure we comply with applicable legal and regulatory requirements regarding anti-bribery and corruption, anti-money laundering and the prevention of criminal facilitation of tax evasion, and to maintain the highest level of ethical standards in the conduct of our business. We also have an anti-bribery and corruption policy, a gifts and entertainment policy, and a procedure relating to the appointment of associated persons, all of which are designed to ensure that we comply with anti-bribery legislation.

Supply chain management

We have a strong record for working with our suppliers and contractors, supporting them to improve and develop their responsible business commitment. Discussion about responsible business is introduced at the start of the tender process and all potential suppliers must submit copies of their responsible business, 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 responsible business. This includes an annual audit of our top suppliers to assess their progress towards best practice and covers environmental initiatives, HR policies and diversity monitoring. We also host an annual roundtable event for our key suppliers across a number of sectors to share best practice and collaboration on a range of relevant key responsible business 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.

PROGRESS IN 2020/2021

Focus	Target	Action	Outcomes
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.	<p>Following the recruitment of our first permanent hire from cohort 1, we also recruited our first trainee solicitor from cohort 2 who will be joining the firm in September 2021. We also recruited an intern from cohort 2 who is currently working in our Marketing & Business Development team.</p> <p>We have been joined by clients in our continued support of Young Talent students through mentoring and running virtual skills sessions throughout the pandemic. In October 2021, we welcome our tenth cohort.</p>
Pro bono	Develop and expand the depth and breadth of our pro bono programme across all four focus group areas	<p>Increase the number of pro bono programmes across all our international offices.</p> <p>Enable 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 partnering scheme.</p> <p>Engage with Bristol office and increase lawyers in Bristol involved in locally based projects.</p>	<p>Our offices in Bristol, Brussels, Dubai, London, Paris and Shanghai have supported Global Witness, an NGO that challenges environmental and human rights abuses. Our Hong Kong and Shanghai offices have supported Oxfam Hong Kong.</p> <p>We work with the Canadian charity the Dallaire Children, Peace, and Security on producing the Child Soldiers World Index which records the national legal frameworks, policies and practices of states across the world to assess their alignment with international measures to end the use of children in hostilities.</p> <p>We have increased our pro bono activity in and around Bristol including internal and external activities. We have improved collaboration between departments, to share local (Bristol based) pro bono opportunities and work across practice areas to deliver advice to clients.</p> <p>We have brokered a strong relationship with the Avon & Bristol Law Centre and regularly provide pro bono advice at two local advice clinics.</p>

PROGRESS IN 2020/2021



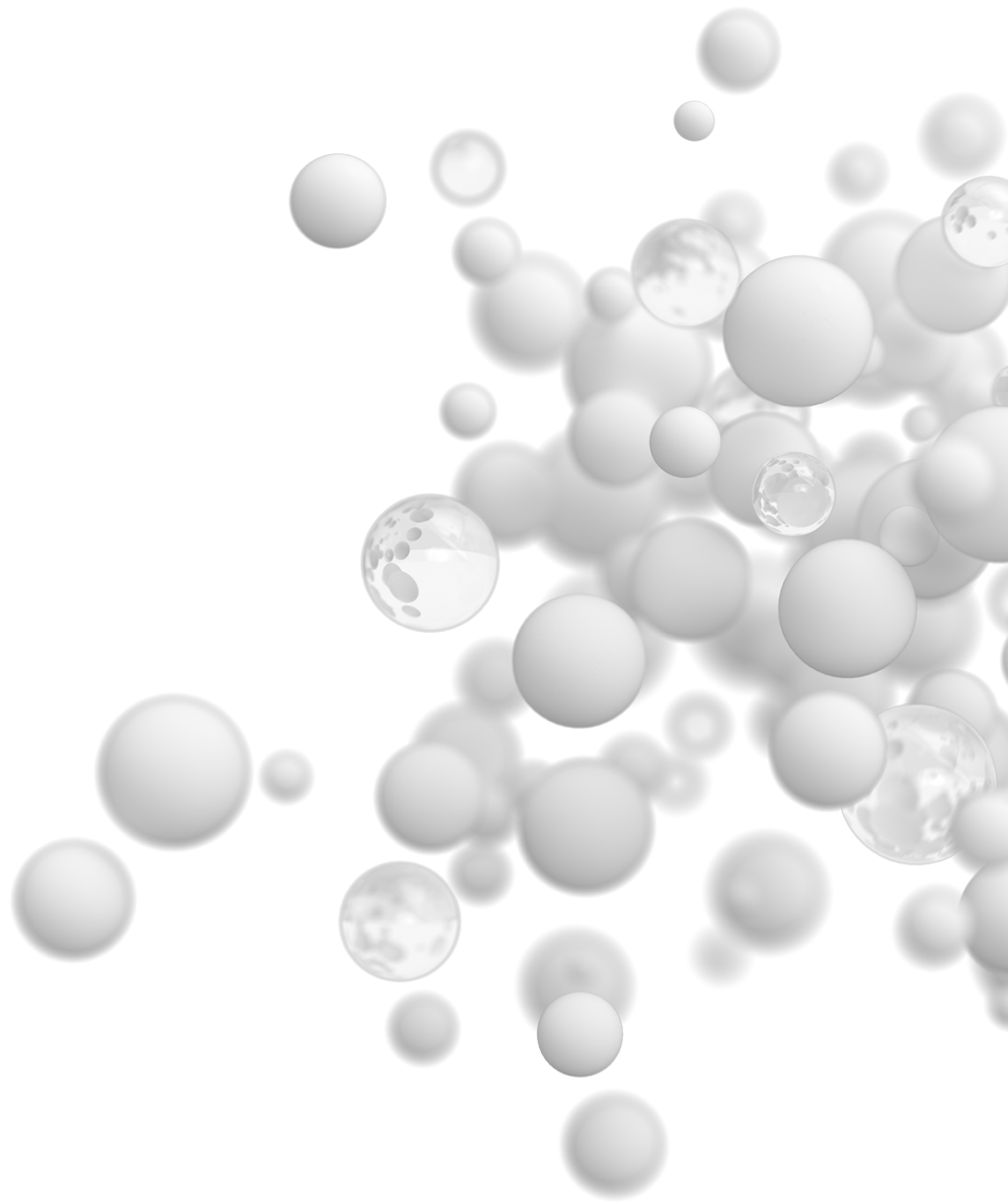
Focus	Target	Action	Outcomes
Environment	Control and reduce energy consumption and engage in regular communication with stakeholders to drive behavioural change.	Reduce global emissions from energy use by 5% (capturing gas & electricity).	There was a 20% decrease in tCO2e per employee compared with the 2018 emissions. This decrease in carbon emissions was mainly due to the procurement decision of Simmons of purchasing of renewable energy at several offices.
	Minimise material use, utilise recycling options internally and source recycled products where appropriate.	Recycle 70% of all waste.	31% of total waste was recycled.
	Reduce activities identified as causes of pollution or environmental nuisance.	Reduce carbon footprint by 5% per employee.	There was a 15% decrease in tCO2e per employee compared with the 2017 emissions.
		Reduce paper usage by 5%.	There was a 8.9% reduction in the use of A4 paper and a 67% reduction in the use of A3, equating to a total reduction of 10.6%.
		Reduce carbon footprint estimations by 5%.	The total estimated emissions in 2019 is 2% higher compared to 2018's estimated emission.
Diversity and Inclusion	Improve the firm's gender balance and ensure that women are proportionately represented at all levels of the firm and specifically in the partnership and in senior management roles.	At least 40% of new firmwide partner and managing associate promotions to be women. Women to make up at least 30% of firmwide promotions from fixed equity partner to equity partner by 2023.	In the last three years, 47% of our partner promotions have been women.
	Embed high performance, inclusive culture across the firm which supports people to maximise their potential and where opportunities are genuinely open to all.	Externally promote the firm as an employer of choice for women and increase all numbers of female lateral partner appointments.	In the last two years, 56% of managing associate promotions were women.
		Sustain firmwide approach to LGBT+ equality. Retain Stonewall Top Global Employer status.	Firm ranked as a Times Top 50 Employer for Women in 2020.
		Ensure that each office has a communicated flexible working policy.	We achieved Stonewall Top Global Employer status for the fifth consecutive year.
	Develop further partnering and collaboration opportunities with 8 programme clients on shared diversity & inclusion objectives.	Following the increase of remote working throughout the pandemic, hybrid working will be implemented firmwide from September 2021.	
			We have collaborated with 62% of our programme Clients on shared diversity & inclusion initiatives.

TARGETS FOR 2022

Focus	Target	Action
Social inclusion	Continue to develop and embed further stages of the Young Talent Programme.	Recruit eleventh cohort of year 10 students and develop initiatives and processes for students in year 13 and higher education.
Pro bono	<p>Increase engagement with pro bono projects across all our international offices, in all focus group and work streams.</p> <p>Further develop the client partnering programme between Simmons & Simmons and key clients in the access to justice programme.</p>	<p>Increase the number of pro bono clients and projects across all our offices. Encourage 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 partnering scheme.</p>
Environment	<p>Control and reduce energy consumption and engage in regular communication with stakeholders to drive behavioural change.</p> <p>Minimise material use, utilise recycling options internally and source recycled products where appropriate.</p> <p>Reduce activities identified as causes of pollution or environmental nuisance.</p>	<p>To reduce electricity consumption by 5% compared with 2019 usage.</p> <p>To reduce absolute carbon footprint by 5% per employee compared with 2019 emissions.</p> <p>To reduce paper consumption by 5% compared with 2019 usage.</p> <p>To reduce carbon reporting estimations to below 10%</p> <p>To reduce gas consumption by 2% compared with 2019 usage.</p> <p>To reduce our travel emissions 5% compared with 2019 emissions.</p> <p>Achieve the firm's commitment to transition to Carbon New Zero.</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>At least 40% of new firmwide partner and managing associate promotions to be women. Women to make up at least 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 numbers of female lateral partner appointments.</p> <p>Increase focus on race and ethnicity diversity and inclusion, with an ambition that 15% of UK partners and 30% of UK trainees will be from ethnic minority backgrounds by 2025.</p> <p>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>Develop further partnering and collaboration opportunities with eight programme clients on shared diversity and inclusion objectives.</p>

UN GLOBAL COMPACT PRINCIPLES

Focus	Target	Action
Human rights	Businesses should support and respect the protection of internationally proclaimed human rights.	Our business > Risk Management and human rights due diligence
	Businesses should make sure they are not complicit in human right abuses.	Our business > Risk Management and human rights due diligence
	Businesses should uphold the freedom of association and the effective recognition to the right to collective bargaining.	People, culture and community at Simmons & Simmons
Labour	Businesses should uphold the elimination of all forms of forced and compulsory labour.	Our business > Supply chain management
	Businesses should uphold the effective abolition of child labour.	Our business > Risk Management and human rights due diligence
	Business should uphold the elimination of discrimination.	People, culture and community at Simmons & Simmons > Workplace diversity
Environment	Businesses should support a precautionary approach to environmental challenges.	Strategic sustainability
	Businesses should undertake initiatives to promote greater environmental responsibility.	Strategic sustainability
	Businesses should encourage the development and diffusion of environmentally friendly techniques.	Strategic sustainability
Anti-corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	Our business



[simmons-simmons.com](https://www.simmons-simmons.com)

© Simmons & Simmons LLP and its licensors. All rights asserted and reserved. This document is for general guidance only. It does not contain definitive advice. Simmons & Simmons LLP is a limited liability partnership registered in England & Wales with number OC352713 and with its registered office at CityPoint, One Ropemaker Street, London EC2Y 9SS, United Kingdom. It is authorised and regulated by the Solicitors Regulation Authority and its SRA ID number is 533587. The word "partner" refers to a member of Simmons & Simmons LLP or one of its affiliates, or an employee or consultant with equivalent standing and qualifications. A list of members and other partners together with their professional qualifications is available for inspection at the above address.