

United Nations Global Compact Annual Review 2022

Our commitment
to community

Contents

03

Introduction

07

Pro bono

12

Driving equality of opportunity

14

People, culture and community
at Simmons & Simmons

16

Strategic sustainability

18

Our business

19

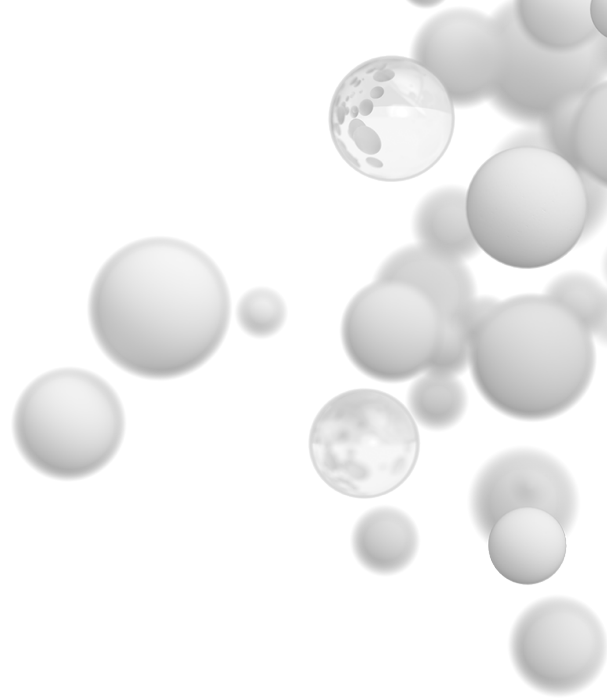
Progress in 2021-22

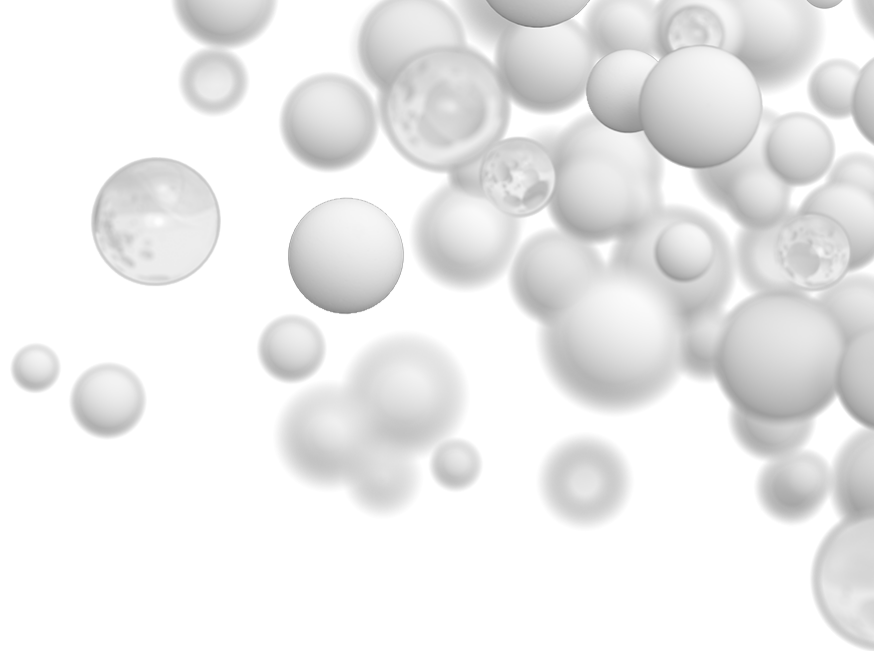
22

UN Global Compact principles

21

Target for 2023





Introduction

Simmons & Simmons is a leading international law firm that delivers smarter solutions to our client’s most complex challenges through collaboration. Agile and partner-led the firm challenges, creates new possibilities, and offers opinion not just option. We focus on four highly regulated sectors, asset management and investment funds; financial institutions; healthcare and life sciences; and technology, media and telecommunications. Using our specialist skills to understand business, and the forces at play around it, all grounded in our exceptional knowledge of the legal detail.

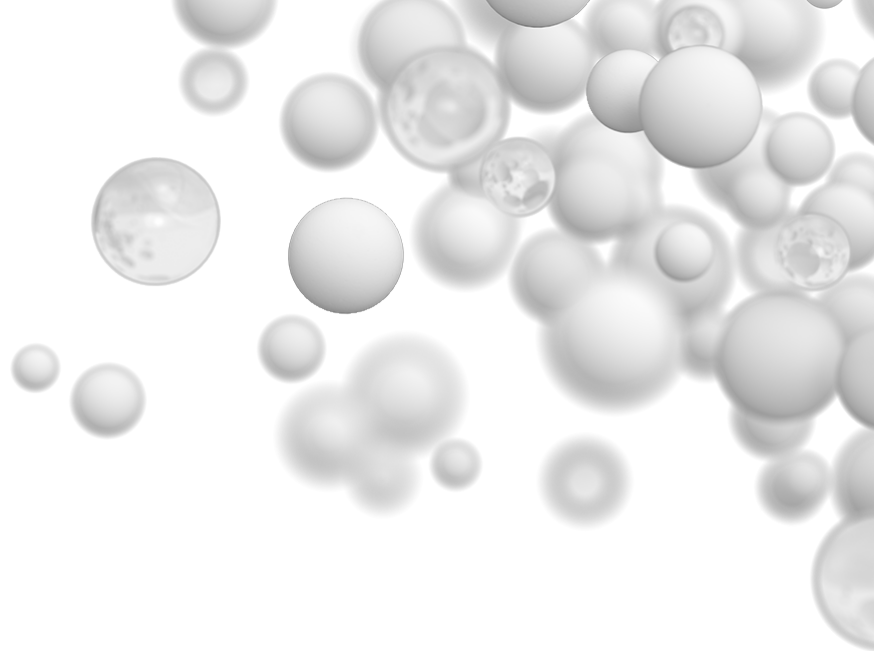
With over 1,650 employees in 22 locations across Europe, the Middle East and Asia, we believe it is who we are and how we approach our work that sets us apart from other firms. We set the highest standards for the work we do, meaning our clients benefit from the highest quality service.

We’ve learnt from over 125 years of proven practice, to continually develop a firm today, ready for tomorrow. This means we can’t stand still. We’re setting ambitious goals for ourselves which includes our continued participation in the United Nations Global Compact, which we have been a member of since 2011. We’re committed to aligning our operations and strategies with its ten principles in the areas of human rights, labour, environment and anti-corruption. We continue to take action in support of the wider United Nations Sustainable Development Goals (SDGs) as we believe they reflect the most pressing global challenges that need to be addressed to achieve a better, sustainable future for our clients, people and communities.

While all the SDGs are important we have focused our efforts on six key goals, which as a legal firm we believe we can fully support and develop in our actions to our clients, people and communities.



This reports outlines the work we have done over the past year, 2021-2022, to support these goals, continuing our efforts to help shape a sustainable future for everyone.



Senior Partner, Julian Taylor, reflects on the past year

The past year has been characterised by the ongoing impact of the COVID-19 pandemic and the war in Ukraine, impacting communities across the globe. As a firm we have sought to support our people internally and play our part in helping our local communities.

Although the impact of the pandemic and the war are of great concern, we remain committed to our longer term goals especially in regard to the United Nations Sustainable Development Goals (United Nations SDGs). Whether that be through our internal commitments on Net Zero; our services to clients which help them to improve their impact on the world; our focus on diversity and inclusion; or our support of access to justice campaigns, what drives our work, are our values as a firm.

I am proud of what we have achieved and look forward to Simmons & Simmons continuing to play an active role in achieving the vision embodied in the United Nations SDGs.

Julian Taylor | Senior Partner



Key highlights

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

Award winning race & ethnicity action plan and network, EMerge

26% female partners firmwide.

Diversity audits conducted in 13 locations globally.

Intersectionality focus and collaboration across our eight diversity networks

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



12,504 hours

of pro bono were recorded globally
in 2021 - 2022 at a value of
£4,422,080.

448 lawyers

undertook pro bono work globally.

Access to Justice

- **97%** success rate.
- Over **£1m** in backdated benefits.
- Over **£4m** in advance rewards.

Pro Bono

Our lawyers are committed to strengthening the rule of law, increasing access to justice and promoting social and environmental responsibility.

Our primary goal is to align better the pro bono practice with the activities of the firm. We are focusing on areas where we believe we can have the greatest impact – and therefore meet our responsibilities under the United Nations Global Compact.

Our pro bono focus groups

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

We seek out and advise on well-scoped and impactful legal projects aimed at strategically progressing the agendas of not-for-profit entities working in these sectors.

We also work to build internal know-how and promote awareness of the legal issues affecting each sector to drive engagement among our staff.

Global reach

22 of our offices participate in our pro bono programme. The firm's international Pro Bono Committee meets monthly to ensure alignment and co-operation between offices.

We marked UK and European pro bono weeks by running virtual events in Brussels, London and Bristol. These included sessions on pro bono collaboration, advising at legal clinics and an insights session featuring some of our key pro bono clients.

Our pro bono work supports the following SDGs



Pro Bono highlights

Women and families

- Provided trademark and patent advice to a social enterprise manufacturing breast pumps specifically designed for working mothers in developing markets. (China)
- Provided patent advice to Safe and Free on an original anti-human trafficking device that monitors cargo spaces and container units. (UK)
- Provided contractual advice to Save the Children UK. (Qatar)
- Advised Women for Women International on employment law issues. (UK)

Race and ethnicity

- Casework assistance provided to KIND Ireland to prepare family reunification and entry clearance applications for unaccompanied minors displaced by conflict and persecution. (Ireland)
- Provided support to Justice Without Borders, to uphold the rights of individual migrant workers to seek redress in cases of mistreatment and breach of duty. (Hong Kong & Singapore)
- Provided a range of advice to 10,000 Black Interns Foundation, an organisation that transforms the prospects of young black people by offering paid work experience and training. (UK)
- Fee earners joined multi-jurisdictional teams on a collaborative project with Refugee Legal Support, preparing applications to enable funding for access to specialist refugee family reunion casework. (Luxembourg)
- Advised the European Roma Rights Centre (ERRC) on certifications and registrations related to employees' rights and obligations. (Brussels)

LGBT+

- Partnered with HSBC to support Eastern Caribbean Alliance for Diversity and Equality (ECADE) on research in relation to LGBT+ rights across multiple Caribbean jurisdictions. (Dubai)
- Advised Queeres Zentrum Mannheim (Queer Centre Mannheim) and Aktionsbündnis gegen Homophobie (Alliance Against Homophobia) on numerous issues including awareness raising campaigns and a lease agreement. (Germany)

Environment and animal welfare

- Assisted Columbia Center on Sustainable Investment (CCSI) to summarise key terms of investment contracts from Cameroon and the Central African Republic into plain French language annotations ready for public access on the Open Land Contracts database. (France)
- Engaged in multi-sector pro bono advice to Advocates For Animals, which specialises in animal welfare advice to individuals and charities. (UK)
- Advised World Wide Fund for Nature (WWF) on regulatory matters in relation to potential campaigns tied to net-zero pledges. (UK)



Secondments

Pro bono clients need ongoing legal support from firms who truly understand their organisation.

A lawyer from our employment team has undertaken a secondment to Oxfam International. She has been working with Oxfam's teams across Africa, advising on strategy and legal risk. This has led to a deeper relationship with Oxfam, resulting in fee earners across the firm taking on additional pro bono work for the charity.

Collaborative programmes

More extensive and effective pro bono support can be delivered when we work together with other law firms and not-for-profits.

Over the past year we have joined four new collaborative pro bono programmes to deliver essential legal support to vulnerable individuals.

1. Zambrano EU Settlement Scheme (ZEUSS): We partnered with the charity Praxis Community Projects and seven peer firms to lodge applications for non-EEA nationals who are primary carers of British minors to enable them to stay in the UK.
2. Family Reunion from Europe Project: We work with the Refugee Legal Support to enable the reunification of forcibly displaced families by preparing Exceptional Case Funding applications.
3. Kids In Need of Defense (KIND) UK: We provide undocumented children of limited means with access to legal advice and casework support in relation to their citizenship and immigration applications in the UK.
4. Amicus Death Row Project: We have over 40 volunteers across six offices working with the Florida Centre for Capital Representation and Florida International University to review all open death penalty cases in Florida.

Promoting systemic change

The pro bono and access to justice work undertaken by our lawyers plays a crucial role in supporting individuals - but it also has a wider impact.

Many of our legal projects are designed to feed into wider policy work undertaken by not-for-profits to promote systematic change and attract social investment.

- The success of the disability benefit appeals in the UK, as part of our Access to Justice programme, 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.
- We worked with the non-profit Social Finance on a highly innovative End of Life Care Project. The project (which was launched in April 2022) enables more people to receive personalised care in their own homes by building individual patient-centred outcome measures into funding agreements.
- We assisted the Royal National Institute of Blind People (RNIB) in advising individuals on claims under the Equality Act in relation to accessibility and discrimination. This informs wider policy work undertaken by the RNIB to promote changes in commercial practices to protect rights holders.

Responding to crisis

Law firms are in a unique position to respond quickly to provide targeted legal support in response to crisis. Our lawyers contribute to this effort.

- We collaborated with NGO PILnet and other firms to produce a series of fact sheets on Russia related sanctions for use by the not-for-profit community following the invasion of Ukraine. <https://www.pilnet.org/sanctions-compliance/>
- Lawyers in our Luxembourg and Paris offices are working on a project to enable Ukrainian driving licenses to be recognised in France.

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At a time of acute humanitarian crisis because of the conflict in Ukraine, the legal team within the British Red Cross have been grateful to be able to rely on overflow support from its pro-bono partners. They have been an invaluable support at a critical time.

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Attaining legal excellence in pro bono

We approach our pro bono work with the same vigour and professionalism as we do our commercial work.

Our lawyers have been nominated for the following awards, recognising their commitment to making a difference.

- Law Society's Excellence in Pro Bono Award and LawWorks' Most Effective Pro Bono Partnership Award 2021 for the Zambrano EU Settlement Scheme.
- The Lawyer Awards 2022 Pro Bono Initiative of the Year for our participation in the Family Reunion from Europe Project.
- Thomson Reuters Foundation's TrustLaw Lawyer of the Year 2022 for our work for The Vavengers, a charity seeking to end female genital mutilation and gender-based violence.



Access to Justice case work

Welfare benefits in the UK 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 330 cases, achieving backdated payments of over £1m. Including advance awards, the team has helped to achieve over £4m for its vulnerable clients.

Other access to justice programmes

We have also provided advice to individual clinics.

- Battersea Legal Advice Clinic. (UK)
- The Queen Mary Legal Advice Centre. (UK)
- Bristol Legal Clinic. (UK)
- The DIFC Pro Bono Scheme. (Dubai)
- Law & Legal. (Germany)

Pro bono

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We've been extremely impressed by the pro bono support provided by Simmons & Simmons. Our policy on climate change and financial services has been informed and focused by the bedrock of exhaustive yet consistently user-friendly advice. This includes responding to our request for a seconded lawyer, who was an absolute asset. We're hugely grateful, and cannot speak highly enough of Simmons' pro bono team. WWF UK.

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The firm has been proactive in identifying areas where they can support Oxfam, and applying the wide range of skills and disciplines that the firm covers.

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We at Safe and Free are indebted to the team at Simmons & Simmons, who patiently helped us to understand and work through, what to us, was a complex patent application. The service provided was truly excellent, but for this scheme we would not have been able to access these exceptional professional services and legal advice. Thanks!

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Advocates for Animals is a not-for-profit and the UK's first animal protection law firm. Since our launch in 2019 we have been incredibly fortunate to work with Simmons & Simmons. The pro bono support from Simmons & Simmons has been invaluable and has added to securing the organisation's success and robustness, which has meant animal protection legislation is followed in practice and the lives of animals improved as a result. Not only has their support enabled us to go from strength to strength, but the professionalism, friendliness and kindness of the team has made them a pleasure to work with.

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The non-profit registered association Queeres Zentrum Mannheim (QZM) runs an LGBTI meeting and cultural centre in Mannheim. Simmons & Simmons has supported the project in legal matters since its launch in 2019. This included, for example, advice on the association's statutes, clarification of data protection issues and comprehensive support in handling various rental matters. This has enabled the QZM to become more professional and secure in legal matters, which would not have been feasible to this extent without pro bono support. Among other things, the consultation has enabled the QZM to implement a sub-lease to the queer youth club Mannheim and to simplify membership recruitment through an online form.

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Social Finance: we are very grateful for Simmons & Simmons' thoughtful and generous support – the people we have worked with really seem to understand what we are trying to do and provide tailored advice, guidance and expertise as a result.

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Driving equality of opportunity

Our equality work supports the following SDGs



We have continued our efforts to ensure that those in our local communities are presented with access to work opportunities that will assist them in reaching and realising their goals and future plans.

Key highlights across the UK

The Young Talent Programme

In 2012, we developed an ambitious award-winning social mobility programme working 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 the legal profession and wider work opportunities. We are committed to supporting each cohort of students for a seven-year period during which they return to the firm every year to participate in a range of activities including work experience; skills sessions; project work; presentations; paid internships; and group mentoring. Fourteen students have been awarded the Simmons & Simmons bursary to assist them through university. So far, we have recruited three students from the programme into employment at the firm.



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



Brampton Manor

We have recently developed 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, approximately 50 students receive places at Oxbridge each year. 77.6 per cent of our students speak English as an additional language, and 50.1 per cent are eligible for Free School Meals.

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 aims to empower those students who want a career in commercial law to achieve that goal. Our carefully designed programme supports the students through work experience, mentoring and skills sessions over the course of two years.

10,000 Black Interns

We are active participants in the 10,000 Black Interns Programme which offers paid work experience to black students across a range of sectors each year. The aim of the initiative is for over 20 industries to join together to provide 10,000 internships in aggregate over five years.

Envision Community Apprenticeship Programme

As part of Envision's annual city-wide Community Apprenticeship Programme, we supported eight students from disadvantaged backgrounds to develop community-based projects before being assessed by the Mayor of Bristol.

Supporting local communities across the world

Paris

We have incorporated diversity into our supply chain through our work with Le Café Joyeux, who supports those with cognitive disabilities and Les Cuistots Migrateurs, who support refugees.

Asia

We participated in Weez walk, to raise awareness of youth mental health issues, with the money raised going towards programmes that provide support and essential life skills to young people in Hong Kong.

Milan

One of the managing associates has joined an all-female pro bono group to support start-up businesses.

Dubai

We have partnered with local charities including Dubai Foundation for Women and Children to provide soft skills training, a CV helpdesk, and general supplies.

Madrid

We signed an agreement with ISDE Law Business School, to provide a full scholarship for the Master in Spanish Law qualification for one student from an underrepresented background, as well as committing to a minimum of six months' work experience, both of which are mandatory to become a lawyer in Spain.

Amsterdam

We have donated to multiple charities, including Dress for Success, providing free interview appropriate attire to low-income individuals, and JINC which advocates for a society where background does not hinder success.

Brussels

We raised money for S.O.S Faim, a charity working to strengthen the capacities of farmers in Africa and Latin America. We also donated to a number of charities supporting the COVID-19 relief efforts.

Simmons & Simmons Charitable Foundation

Our Charitable Foundation was established in 2009 to further our goals in supporting access to justice, work and opportunities. The Foundation provides a vehicle for charities around the world to apply for funding. We support charities where the funding can be shown to make a sustainable impact. In 2021, our partnership pledged to donate £2m of our global profit to charities providing relief to those affected by the COVID-19 pandemic. The donation was split proportionately across all our offices to ensure that local communities globally were able to benefit.

These are a selection of charities we have supported across Asia, Europe, Middle East and the UK.



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 United Nations Global Compact (to eliminate discrimination in respect of employment and occupation). This underpins the complete cycle of all our employees.

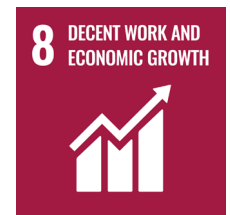
Gender equality

We are making steady progress in our commitments to increasing the representation of women in our partnership and senior management positions across the business. And we still have a lot to do. We have implemented a number of processes and programmes to help us to achieve our goals.

- **Partnership.** Women make up 26 per cent of our firmwide partnership.
- **Sponsorship.** All female and male managing associates on their route to partnership are assigned a senior partner sponsor to provide support.
- **Gender balance committee.** Our partner, associate and business services gender balance committees ensure we are always listening, agreeing goals and identifying opportunities to further female progression.
- **The Number One Club (TNOC).** Our gender network leads on business development opportunities with our clients' gender network. We have TNOC chapters in Dubai, Germany, Hong Kong, Luxembourg, Italy and the UK.

To mark International Women's Day this year, we partnered with ITN Productions to produce a documentary on breaking the bias. [Click here to watch.](#) Our team in Dublin also hosted an International Women's Day event on the same topic, with a panel speaking to 90 colleagues and clients.

Our people, culture and community work supports the following SDGs



Race and ethnicity

We are always looking at ways in which we can develop our diversity and inclusion ambitions. For example, the creation of EMerge, our race and ethnicity network. Fuelled by the desire to tackle the knottier issues of race at work, we have developed a thorough action plan which has been built on the principles of the Race at Work Charter and shared across the firm. A core aspect of the action plan is our structured EMerge mentoring programme to raise awareness and educate on the experiences of our ethnic minority colleagues. Mentors, from ethnic minority backgrounds, and mentees, from white backgrounds, come together to share and learn about different perspectives. Now in its sixth wave, senior stakeholders, including our senior partner, managing partner and group heads across our legal and business services departments have taken part, in addition we have integrated mentors from our clients.

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.

LGBT+

We are proud of our strong external reputation for our ongoing commitment to LGBT+ equality, including being recognised as a Stonewall Top Global Employer for several years.

We have a gender identity and expression policy and toolkit which outlines our commitment that transgender colleagues are treated with dignity and respect, and are fully supported in the workplace. There have been recent changes to our private medical insurance to ensure that cover is included for colleagues who wish to transition.

In recent years we have celebrated Pride virtually. Highlights included internal events, coffee catchups and quizzes with our international LGBT+ network. We collaborated with clients to produce an engaging Pride webinar, and our LGBT+ network and clients produced a series of vlogs throughout Pride month. During Bristol Pride we raised awareness of bi-erasure during a fireside chat with the London Bisexual Network and charity JustLikeUs.

Our LGBT+ network have collaborated with our race and ethnicity network, EMerge, on several events including an interview with Sheldon Mills, Stonewall's Chair of Trustees.

Wellbeing

Our approach to wellbeing focuses on mental, physical and financial aspects. We are striving to embed an open and supportive environment where employees feel able to speak openly about their wellbeing.

- We are 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 our German office, the team held a diversity and mental health event for colleagues, with a follow up planned in the autumn.
- We have a range of offerings including trained mental health first aiders and champions, remote yoga classes and a 24/7 employee assistance programme.
- During the pandemic, and since, we have operated a flexible working system, allowing our people to better balance their work and home lives. We foresee hybrid working as part of our future firm in order to support our people.



Strategic sustainability

Our strategic sustainability supports the following SDGs



Over the last year, 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. We measure the carbon emissions from our business activities annually and offset them by investing into a managed portfolio of carbon reducing projects throughout the world.

Carbon offsetting

In 2021, we offset 4,383 tonnes of carbon dioxide equivalent (tCO₂e) via Pure Leapfrog. This was done through the following projects.

Mai Ndombe (Democratic Republic of Congo)

Mai Ndombe protects 300,000 hectares of critical habitats within the world's second-largest intact rainforest, as well as some of the most important wetlands on the earth in the Congo Basin.

This project reduces the drivers of forest and biodiversity loss and invests in the surrounding local communities, which are among the world's most impoverished. The project provides the following positive impacts:

- avoided deforestation of greater than 99,000 hectares;
- avoided CO₂e emissions greater than 36,000,000;
- logging halted, deforested areas regenerated bringing back biodiversity and wildlife;
- improved livelihood and well-being for more than 11,000 local community members;
- provided mobile health clinic serving remote areas; and
- built 12 new schools to support local education.

Timarpur Okhla (India)

This waste to energy project is operating as a public-private partnership with the state government, providing a solution to the grave situation of waste which would otherwise go to landfill, to produce biogas used to generate over 20mw of green electricity.

This project contributes in improving the environmental conditions by hygienic treatment of municipal solid waste resulting in health and well-being improvements in the city. This methodology avoids land filling of 2,050 tons of waste per day, helping to avoid methane emissions and provides uninterrupted energy generation.

Cambrian Mountains (UK)

A landscape transformation project of Montgomeryshire Wildlife Trust covering 150 square miles. What makes this project special? Climate adaptation. One of the key objectives is reducing the effects of flooding on huge numbers of farms, homes and businesses. Healthier uplands protect the towns and cities downstream, buffering and absorbing the runoff which causes flooding.

Other project objectives:

- safeguarding vast stores of carbon;
- transforming the local economy, helping local farmers, foresters and tourism businesses to do things differently; and
- restoring wildlife and recreating habitats.

The Trust completed a successful five-year pilot and required funds to extend the ecological land management. With the involvement of the local community, it aims to restore the remaining project area over the next 10 years.

Our commitment to Net Zero

In December 2021, the firm committed to the Science Based Targets Initiative. We are currently working with a leading environmental consultant to set our Science Based Targets and to map out our pathway to Net Zero.

Madrid

The Madrid office has implemented new environmental initiatives in their office such as installing depolluting plants and replacing sugar sachets with sugar bowls. Electricity consumption has decreased due to a better control of usage and the implementation of hybrid working. Trips to Barcelona by plane have been drastically reduced due to increased use of the high-speed train.

London and Bristol

The green room UK, our environment network in the UK, organised multiple events last year including an external webinar where the possibility of making Ecocide an international crime was discussed.

The London office is involved in The Chancery Lane Project, a collaborative initiative of international legal professionals whose vision is a world where every contract enables solutions to climate change. We have supported them by creating a new template clause relating to procurement of renewable energy by landlords and tenants in corporate tenancy agreements. We have also volunteered to be on the committee drafting key energy transition clauses.

In May 2022, our Bristol office, acquired the ISO 14001:2015 certification, the international standard for environmental management sustainability.

Paris

The Paris office has set up a secure printing system which works via an identification code for multifunction printers which has reduced the number of printed documents. In September 2021, an annual client event was celebrated with the assistance of eco-responsible suppliers.

Dubai

In October 2021, the firm's Dubai office became agile, with a significantly smaller footprint.

Luxemburg

The Luxembourg office has improved its waste management system due to the installation of new compost bins and the addition of electrical items and toners bins. Individual desk waste bins have also been removed. The office has received two accreditations, SDK and IMS, for the office waste management system and for its corporate social responsibility management.

Milan

The Milan office created a digital paper archive to reduce paper consumption and the office is now plastic free in terms of bottles, disposable cups and cutlery.

Amsterdam

The Amsterdam office has improved the waste segregation and it currently separates glass, cartridges/old mobile phones, batteries, bulbs, scrap metal and paper/cardboard for recycling.



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.

Our trained and experienced HR department oversees the recruitment of office staff and ensures that appropriate checks are carried out before taking on new employees. Our employees are protected by our comprehensive range of policies and procedures which reflect our commitment to them to ensure they are fairly treated.

We have a robust client and matter onboarding 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. 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

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 United Nations Global Compact and United Nations 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.

Our business work supports the following SDGs



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 and inclusion and discrimination policies.

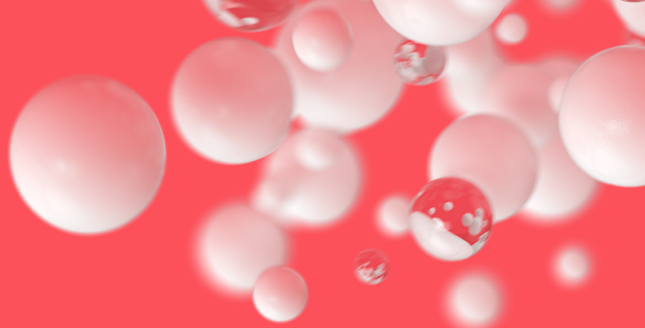
We continue to work with our suppliers throughout the lifetime of their contract with the firm to support development and improvement across their commitment to responsible business. This includes an annual responsible business audit of our top suppliers to assess their progress towards best practice and covers environmental initiatives, HR policies and diversity monitoring.

We also host an annual responsible business 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 2021-22

Focus	Target	Action	Outcomes
Pro bono	<p>Increase engagement with pro bono projects across all our international offices, in all focus groups 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 relationship building by setting up strategic partnerships.</p> <p>Greater integration of non-UK offices in collaborative 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>We have collaborated with other law firms and not-for-profits on four new pro bono programmes.</p> <p>Two of our new pro bono programmes include lawyers from our overseas offices: Family Reunion from Europe and the Amicus Death Row Project based in the US.</p> <p>We have continued our work with the Canadian organisation the Dallaire Institute on the Child Soldiers World Index which records the national legal frameworks of states across the world to assess their alignment with international measures to end the use of children in hostilities.</p> <p>We have collaborated with NGO PILNet and other firms to produce a series of fact sheets on Russia related sanctions for use by the not-for-profit community following the invasion of Ukraine.</p> <p>Our Brussels office ran an event to mark European Pro Bono Week.</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>Reduce global emissions from electricity use by 5%.</p> <p>Reduce gas consumption by 2% compared with 2019 usage.</p> <p>Recycle 70% of all waste.</p> <p>Reduce carbon footprint by 5% per employee.</p> <p>Reduce paper consumption by 5% compared with 2019 usage.</p> <p>Reduce carbon footprint estimations by 5%.</p>	<p>Electricity emissions decreased by 38% compared with the 2019 emissions due to improved data quality, the increase in the number of offices that use renewable energy, the COVID-19 pandemic which caused low occupation in our offices.</p> <p>Natural gas consumption has decreased by 23% since 2019.</p> <p>14% of total waste was recycled.</p> <p>64% decrease in tCO₂e per employee compared with the 2019 emissions.</p> <p>During the pandemic, there was less paper being used due to unoccupied offices and reduced use of photocopiers in the office.</p> <p>Total estimated emissions in 2020 reduced to 2% compared to 2019's estimated emissions.</p>

Progress in 2021/2022



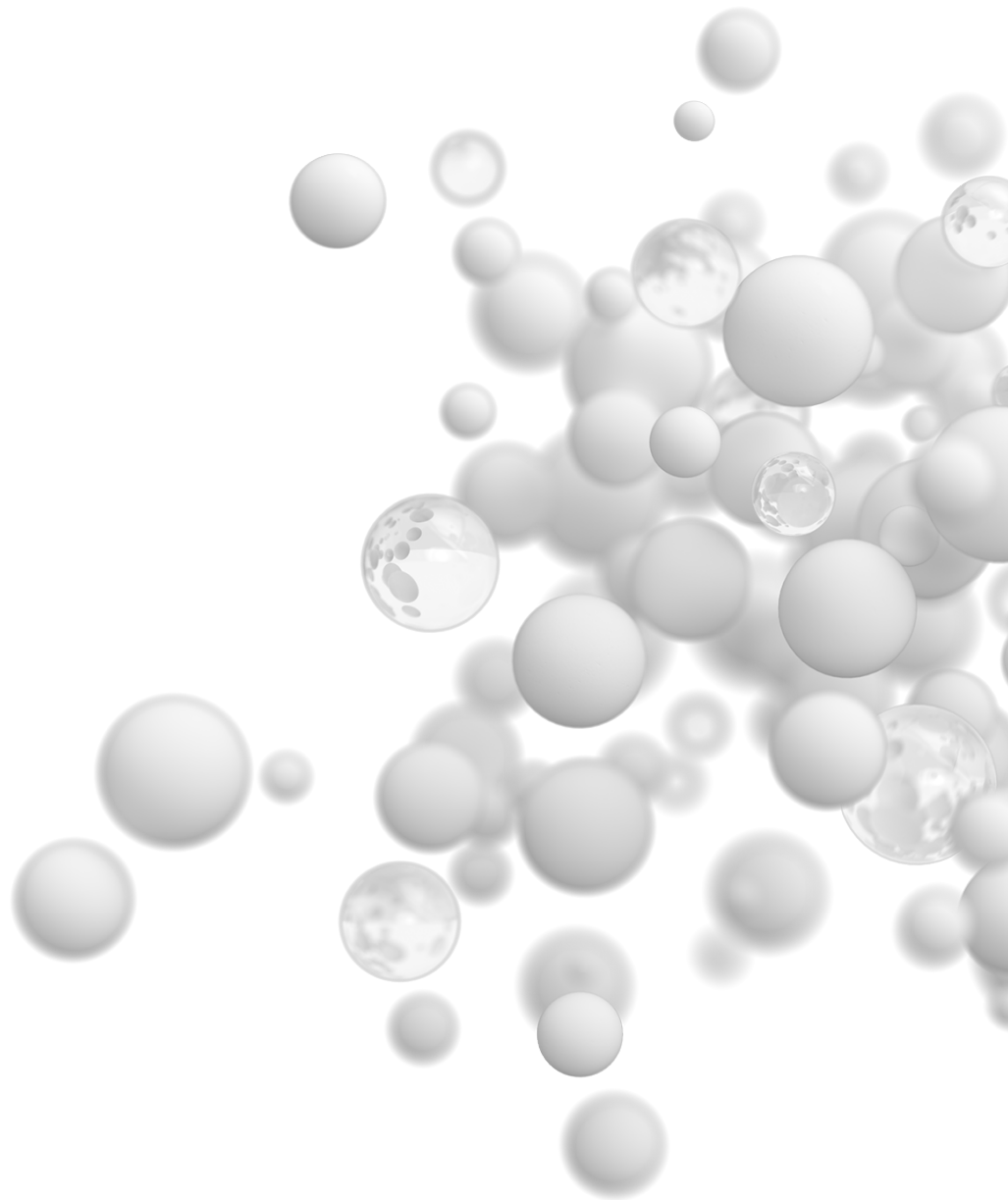
Focus	Target	Action	Outcomes
Social inclusion	Continue to develop and embed further stages of our social mobility programmes.	Recruit students across a number of different programmes, widening access to the legal profession and career opportunities across our firm.	<p>In July 2022, we will have four social mobility initiatives running simultaneously, seeing 28 students come to the firm from across our Young Talent Programme; 10,000 Black Interns; Big City Bright Future and our Brampton Manor scheme. The students will be able to experience life at the firm and take part in skills development workshops.</p> <p>We have recruited three students from the Young Talent Programme into full time employment at the firm.</p> <p>We have collaborated with our clients in the delivery of our Young Talent Programme, including client led in person skills sessions.</p> <p>In April 2022, we welcomed our eleventh cohort onto the Young Talent Programme.</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 50% 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>Sustain firmwide approach to LGBT+ equality. Retain Stonewall Top Global Employer status.</p> <p>Develop further partnering and collaboration opportunities with eight programme clients on shared diversity and inclusion objectives.</p>	<p>The gender split for the latest partners appointed in 2022 is 31% female and 69% male. Whilst we have promoted a diverse talent pool this year, we have to own the fact that we have fallen short of our gender diversity target. We need to maintain our focus and ensure that the long-term trend continues – improving our gender balance is a business-critical issue for the firm.</p> <p>Following the increase of remote working throughout the pandemic, hybrid working was implemented firmwide in September 2021.</p> <p>We have collaborated with over 70% of our programme clients on shared diversity and inclusion initiatives.</p>

Targets for 2023

Focus	Target	Action
Pro bono	Increase collaboration with other law firms and not for profit entities to address specific areas of legal need.	Actively participate in the UK collaborative plan for pro bono to identify possible new projects.
	Build sector engagement between clients and our pro bono work.	Liaise closely with our internal responsible business networks to identify new clients and understand the underlying legal issues with which the firm can assist.
	Improve internal engagement.	Launch our new pro bono internal hub.
	Liaise with key stakeholders to identify opportunities for strategic work and partnering to address problem areas.	
Environment	Achieve a proportion of our near-term Science Based Targets.	Reduce electricity consumption compared with 2019 usage.
	Control and reduce energy consumption and drive stakeholder behavioural change.	Reduce absolute carbon footprint per employee compared with 2019 emissions.
	Engage with employees and suppliers to obtain more accurate carbon footprint data.	Engage with our suppliers to reduce our emissions in our Scope 3.
	Minimise material use, utilise recycling options internally and source recycled products where appropriate.	Create an employee commuting survey to have more accurate data on commuting.
	Update our travel policy to include emission reduction travel alternatives.	Reduce carbon reporting estimations below 10%.
	Reduce activities identified as causes of pollution or environmental nuisance.	Reduce gas consumption compared with 2019 usage.
Social inclusion	Develop further our social mobility programmes.	Recruit twelfth cohort of year 10 students of the Young Talent Programme and the second cohort of 10,000 Black Interns and Brampton Manor.
		Embed social mobility network across the firm.
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 50% 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.
		Promote the firm as an employer of choice for women and increase all numbers of female lateral partner appointments.
	Embed high performance, inclusive culture across the firm which supports people to maximise their potential and where opportunities are genuinely open to all.	Increase focus on race and ethnicity, and diversity and inclusion, with an ambition that 15% of UK partners and 30% of UK trainees will be from ethnic minority backgrounds by 2025.
		Sustain firmwide approach to LGBT+ equality.
		Develop further partnering and collaboration opportunities with eight programme clients on shared diversity and inclusion objectives.

UN Global Compact Principles

	Target	Action
Human rights	<ul style="list-style-type: none"> • Businesses should support and respect the protection of internationally proclaimed human rights. • Businesses should make sure they are not complicit in human right abuses. • Businesses should uphold the freedom of association and the effective recognition to the right to collective bargaining. 	<ul style="list-style-type: none"> • Our business: risk management and human rights. • Our business: risk management and human rights • People, culture and community at Simmons & Simmons.
Labour	<ul style="list-style-type: none"> • Businesses should uphold the elimination of all forms of forced and compulsory labour. • Businesses should uphold the effective abolition of child labour. • Business should uphold the elimination of discrimination in respect of employment and occupation. 	<ul style="list-style-type: none"> • Our business: supply chain management. • Our business: risk management and human rights. • People, culture and community at Simmons & Simmons: workplace diversity.
Environment	<ul style="list-style-type: none"> • Businesses should support a precautionary approach to environmental challenges. • Businesses should undertake initiatives to promote greater environmental responsibility. • Businesses should encourage the development and diffusion of environmentally friendly techniques. 	<ul style="list-style-type: none"> • Strategic sustainability • Strategic sustainability • Strategic sustainability
Anti-corruption	<ul style="list-style-type: none"> • Businesses should work against corruption in all its forms, including extortion and bribery. 	<ul style="list-style-type: none"> • Our business



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