

Key Performance Indicators

Evolving our reporting approach

DLA Piper is continually improving our approach to reporting on our sustainability performance. Our [Sustainability Report 2020/2021](#) goes one step further from our previous reporting by beginning to align to the GRI standard where possible, as well as to select indicators from SASB and WEF standards. Our reporting is not yet where we'd like it to be, and we look forward to aligning even closer to leading practice in the coming years.

The data contained in the below KPI tables covers DLA Piper International for the 2020/21 Financial Year (May 2020 through April 2021). Where data covers additional entities, like our Brand Integrated Firms or our US offices, excludes certain countries or geographies, or covers a different timeframe, this is clearly noted. As best practice and methodologies for reporting and our own internal data management systems continue to improve, some data in this report may have been adjusted from what was previously reported to reflect these improvements.

Carbon Intelligence has provided [limited assurance of our greenhouse gas emissions](#) figures against ISO 14064 standard ([click to download](#)).

Please download our [Sustainability Report 2020/2021](#) for more details on our sustainability strategy and journey.



Our firm

AT A GLANCE

	2020/21	2019/20	2018/19	REPORTING STANDARD REFERENCES
Total employees and partners				
Grand total (International and Brand Integrated Firms)	7,415	7,213	6,336	GRI 102-7 (2016)
International only	6,547	6,245	6,336	GRI 102-7 (2016)
Brand Integrated Firms only	868	968	n/a	GRI 102-7 (2016)
Contract type and employment status by gender				
Temporary vs. Regular employee status by gender*	Female: 7% temporary / 93% regular	Female: 9% temporary / 91% regular	Female: 8% temporary / 92% regular	GRI 102-8 (2016) SASB SV-PS-000.A
	Male: 8% temporary / 92% regular	Male: 9% temporary / 91% regular	Male: 8% temporary / 92% regular	
Full-time vs. Part-time contract status by gender	Female: 80% Full-time / 20% Part-time	Female: 79% Full-time / 21% Part-time	Female: 79% Full-time / 21% Part-time	GRI 102-8 (2016) SASB SV-PS-000.A
	Male: 93% Full-time / 7% Part-time	Male: 93% Full-time / 7% Part-time	Male: 92% Full-time / 8% Part-time	
Females (%)	58%	58%	58%	SASB SV-PS-330a.1 WEF 11 (2021)
New hires	1,237	2,065	2,147	GRI 401-1 (2016)
Average employee age	38	37	38	WEF 11 (2021)

* **Temporary (Fixed Term) employee** – An employee with a contract of employment which is due to end when a specified end date is reached, a specified event does or doesn't happen, or specified task has been completed.

Regular employee – An employee with a permanent employment contract, with no end date.

GOVERNANCE

	2020/21	2019/20	2018/19	REPORTING STANDARD REFERENCES
Number of nationalities on board	8	8	8	GRI 405-1 (2016)
Females on board	3 of 12 (25%)	4 of 13 (31%)	4 of 13 (31%)	GRI 405-1 (2016) SASB SV-PS-330a.1
Number of nationalities on the Executive	4	4	4	GRI 405-1 (2016)
Females on the Executive	3 of 10 (33%)	3 of 10 (33%)	3 of 10 (33%)	GRI 405-1 (2016) SASB SV-PS-330a.1

(As of April 30 of each Financial Year)

GENDER DIVERSITY

	2020/21	2019/20	2018/19	REPORTING STANDARD REFERENCES
Female partners (%)	21%	21%	20%	SASB SV-PS-330a.1
Females in new partner promotions (%)	24%	33%	26%	WEF
Female lawyers (%)	52%	51%	51%	SASB SV-PS-330a.1 WEF
Female trainees (%)	59%	56%	55%	SASB SV-PS-330a.1 WEF
Female paralegals (%)	67%	69%	67%	SASB SV-PS-330a.1 WEF
Female Business Services professionals (%)	62%	71%	71%	SASB SV-PS-330a.1 WEF

Occupational health & safety

	2020/21	2019/20	2018/19	REPORTING STANDARD REFERENCES
Number and percentage workers covered by an OHS management system that has been certified by an external party*	2,267 / 35%	2,259 / 36%	2,125 / 34%	GRI 403-8 (2018)
Number of recordable work-related injuries	1	2	1	GRI 403-9 (2018)
Types of recordable work-related injuries	Slip and trip	Slip and trip Scalding	Struck by an object	GRI 403-9 (2018)
Rate of recordable work-related injuries (per mil. hours worked)	0.07	0.14	0.07	GRI 403-9 (2018)
Number of hours worked (estimated based on 50 hours per week average)	15,058,100	14,363,500	14,572,800	GRI 403-9 (2018)
Number of cases of recordable work-related ill health	0	0	2	GRI 403-10 (2018)

*Our management system is certified against ISO 45001:2018 standards by NQA. This certification currently covers our UK offices only but we plan international roll-out from 2022.

Engagement

	2020/21	2019/20	REPORTING STANDARD REFERENCES
Engagement Index (IE) score**	72%***	68%	SASB SV-PS-330a.3

Sustainable procurement

	2020/21	2019/20	REPORTING STANDARD REFERENCES
% colleagues with procurement responsibilities across all locations that have received training on the Modern Slavery Act	80%	n/a	Ecovadis

**Our Engagement Index (EI) is formed by five survey questions and was first introduced in 2019:

1. DLA Piper motivates me to do more than is required.
2. I feel motivated to do more than is required of me.
3. Given your choice, how long would you plan to continue working at DLA Piper?
4. I would recommend DLA Piper as a good place to work.
5. I feel proud to work at DLA Piper

*** Normally our EI score is generated in our October engagement survey annually. However, due to changes in our approach to surveys during the COVID-19 pandemic, the Engagement Index score for 2020/21 was generated from a survey conducted in April 2021.

Society and community

	2020/21	2019/20	2018/19	REPORTING STANDARD REFERENCES
Pro bono hours contributed (including hours from our US offices)	228,852*	206,336*	201,800*	B4SI
Number of countries where we had pro bono projects	88	79	-	B4SI
Number of students supported by Head Start internationally	86	58	32	B4SI
Number of Fellows supported through the Global Scholarships Programme	59	59	53	B4SI
Total funds donated to social causes (corporate giving) (GBP)	158,787*	125,261*	125,261*	B4SI
Total funds raised by employees and partners (leveraged funds) (GBP)	117,561*	109,830*	417,681*	B4SI

*Data is based on calendar, rather than financial year.

Environment*

Carbon emissions

TOTAL CARBON EMISSIONS

	% CHANGE FROM BASELINE	2020/21	2019/20 (BASELINE YEAR)	REPORTING STANDARD REFERENCES
Total Scope 1, 2 (Location-Based) & 3 (tCO ₂ e)	-29%	91,260	128,201	GRI 305-5 (2016) WEF 7 (2021) SBTi
Total Scope 1, 2 (Market-Based) & 3 (tCO ₂ e)	-29%	89,367	125,793	GRI 305-5 (2016) WEF 7 (2021) SBTi

CARBON INTENSITY – TOTAL EMISSIONS PER EMPLOYEE & PARTNER

	% CHANGE FROM BASELINE	2020/21	2019/20 (BASELINE YEAR)	REPORTING STANDARD REFERENCES
Carbon emissions per employee – Total Scope 1 & 2 (location-based) & 3 intensity (tCO ₂ e)	-31%	12.3	17.8	GRI 305-4 (2016) WEF 7 (2021)
Carbon emissions per employee – Total Scope 1 & 2 (market-based) & 3 intensity (tCO ₂ e)	-31%	12.1	17.4	GRI 305-4 (2016) WEF 7 (2021)

*Please note, environmental data below includes DLA Piper's Brand Integrated Firms.

CARBON EMISSIONS BY SCOPE

	% CHANGE FROM BASELINE	2020/21	2019/20	REPORTING STANDARD REFERENCES
Total Scope 1 emissions (tCO ₂ e)	+11%	1,623	1,467	GRI 305-1 (2016) GRI 305-5 (2016) WEF 7 (2021)
Total Scope 2 emissions (location-based) (tCO ₂ e)	-24%	4,510	5,925	GRI 305-2 (2016) GRI 305-5 (2016) WEF 7 (2021)
Total Scope 2 emissions (market-based) (tCO ₂ e)	-26%	2,617	3,517	GRI 305-2 (2016) GRI 305-5 (2016) WEF 7 (2021)
Total Scope 3 emissions (tCO ₂ e)	-30%	85,127	120,809	GRI 305-3 (2016) GRI 305-5 (2016) WEF 7 (2021)

	% CHANGE FROM BASELINE	2020/21	2019/20	REPORTING STANDARD REFERENCES
Scope 3 break-down				
Scope 3 emissions from procurement (purchased goods and services, capital goods, water) (tCO ₂ e)	-15%	75,483	88,698	WEF 7 (2021)
Scope 3 emissions from business travel (tCO ₂ e)	-93%	1,870	25,622	WEF 7 (2021)
Scope 3 emissions from employee commuting (tCO ₂ e)	+36%	6,464*	4,783	WEF 7 (2021)
Scope 3 emissions from fuel and energy related activities (FERA) (tCO ₂ e)	-23%	878	1,142	WEF 7 (2021)
Scope 3 emissions from waste generated in operations (tCO ₂ e)	-35%	207	317	WEF 7 (2021)
Scope 3 emissions from upstream transportation & distribution (tCO ₂ e)	-9%	226	247	WEF 7 (2021)

*In FY 20/21 emissions from employee commuting also include emissions from homeworking. These emissions were not included in FY 19/20.

Energy

ENERGY CONSUMPTION

	% CHANGE FROM BASELINE	2020/21	2019/20 (BASELINE YEAR)	REPORTING STANDARD REFERENCES
Total energy consumed (MWh)	-15%	21,320	25,118	GRI 302-1 (2016) GRI 302-4 (2016) Ecovadis
Total electricity consumed (MWh)	-20%	14,173	17,740	GRI 302-1 (2016)
Total fuels consumed (MWh)	-3%	7,147	7,378	GRI 302-1 (2016)
Natural gas consumed (MWh)	3%	6,762	6,561	
Petrol consumed (Mobile) (MWh)	-38%	258	414	
Petrol consumed (Stationary) (MWh)	n/a	0	0	
Diesel consumed (Mobile) (MWh)	-69%	127	404	
Diesel consumed (Stationary) (MWh)	n/a	0	0	
Energy intensity ratio (MWh per m² of office space)	-20%	0.12	0.15	GRI 302-3 (2016)
Total office space in m²	2.5%	175,850	171,592	GRI 302-3 (2016)

Waste

	YoY CHANGE	2020/21	2019/20	REPORTING STANDARD REFERENCES
Total waste produced (tonnes)	-63%	498	1,360	GRI 306-3 (2020) Ecovadis
Total waste diverted from landfill (tonnes)	-70%	266	1,000	GRI 306-4 (2020)
Total waste landfilled (tonnes)	-35%	232	359	GRI 306-5 (2020)
Diverted away from landfill (% of total)		53%	74%	Organisation-specific metric

Environmental management

	2020/21	2019/20	REPORTING STANDARD REFERENCES
% of all operational sites for which an environmental risk assessment has been conducted	100%	100%	Ecovadis
Total monetary value of significant fines for non-compliance with environmental laws	none	none	GRI 307-1 (2016)
Cases brought through dispute resolution mechanisms for non-compliance with environmental laws	none	none	GRI 307-1 (2016)