



UN
GLOBAL COMPACT
COMMUNICATION ON PROGRESS 2017 REPORT

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STATEMENT

“No one left behind” is a phrase that appears throughout the Sustainable Development Goals. It is relevant to the ideals of equality, access to justice, rule of law, diversity and inclusion. These are all key priorities for DLA Piper and our commitment to these issues is detailed in this report, our annual Communication on Progress.

Our goal is to exemplify the very highest ideals of our profession and to ensure we operate our business responsibly, so that we consistently meet and exceed the expectations of our stakeholders. This is a very significant commitment and it cannot be discharged through a set of programmes or by a single department within DLA Piper. Rather it is deeply rooted as part of our culture and can be seen in the way we do business everywhere in the world. Ultimately it is a strong and unifying culture that will underpin our continued growth and success.

Since our last CoP, we have further strengthened our commitment to diversity and inclusion, environment and climate change and fighting corruption. We showcase some of our most recent work to promote the rule of law, children’s rights and access to justice for displaced people around the world. DLA Piper has an unparalleled commitment to Pro Bono work and we continue to be one of the largest providers of Pro Bono legal services, donating more than 200,000 hours globally in 2017.

2017 also saw the launch of Know Your Rights – a 12-week legal empowerment programme for young asylum seekers and refugees. The programme has been rolled out initially in Europe and Asia and will expand over the coming year to support the integration of newly arrived migrants.

I am very proud to Co-Chair our Global Scholarships trustee board. Consistent with the goal that no one is left behind, the programme provides opportunities for promising law students from the world’s 50 Least Developed Countries. Our aim is for our Global Scholarship Fellows to become tomorrow’s leaders – working to strengthen the rule of law in their home countries and contribute to sustainable growth for some of the poorest communities around the world.

Please get in touch if you would like further information regarding any of the topics covered in this report.



Yours sincerely,

ANDREW DARWIN

Senior Partner, Global Co-Chairman

OUR VISION IS TO BE THE LEADING GLOBAL BUSINESS LAW FIRM

ACHIEVED THROUGH OUR GLOBAL STRATEGY

OUR VALUES

OUR CLIENTS

- The interests of our clients are at the very heart of our business, and we strive to achieve the best results in everything we do for them.
- We believe in long-term relationships with our clients based on openness and honesty.
- We respect and meet our obligations as professionals.

OUR PEOPLE

- We value diversity and respect for the individual.
- We believe in teamwork for the good of the firm and our clients.
- We believe in developing all our people and rewarding achievements fairly.

OUR COMMUNITIES

- We look for opportunities as individuals and as a leading global business law firm to make a positive contribution to our local and global communities.
- We encourage our lawyers and staff to participate in Corporate Responsibility and Pro Bono initiatives that embody our values and we create joint opportunities with clients on Pro Bono initiatives.

OUR CULTURE

- We promote an inclusive culture in which everyone has the opportunity to progress their career and where pathways to career progression are transparent.
- We celebrate and draw on our strengths as a diverse, multicultural, multi-jurisdictional global firm.
- We are ambitious and entrepreneurial and we strive for excellence and quality in everything we do for clients.





INTRODUCTION

DLA Piper's commitment to the highest standards of honesty, transparency and accountability is reflected in the firm's vision to be a leading global business law firm and its values around clients, people, communities and culture.

The legal profession is one of public service and, as proud guardians of the law, we assist those in need of legal and related services. Law is at the heart of many human interactions, be that between private clients, corporations, charitable organisations or the government. This central role provides us with a unique opportunity to use our expertise and resources to practice our vision of being a leading responsible business, support the rule of law, advance access to justice, protect human rights and promote environmental sustainability.

Our global business is organised under a Swiss verein structure, with a Global Board appointed by and among its members. The effective implementation of the UNGC universal principles is driven by the senior leadership team and shared by every DLA Piper office across the world.

With a global presence in over 40 countries and an international team of nearly 10,000, we are able to draw on a rich variety of talent, perspectives and experience. While our strength is in diversity, we maintain an unwavering respect for the individual.

We proudly strive for excellence in everything we do and create a work environment that fosters innovation, empowers new ideas and promotes partnerships with our global and local communities.

This has included providing technical support and vital resource to Unicef UK, which benefits UNICEF offices globally.

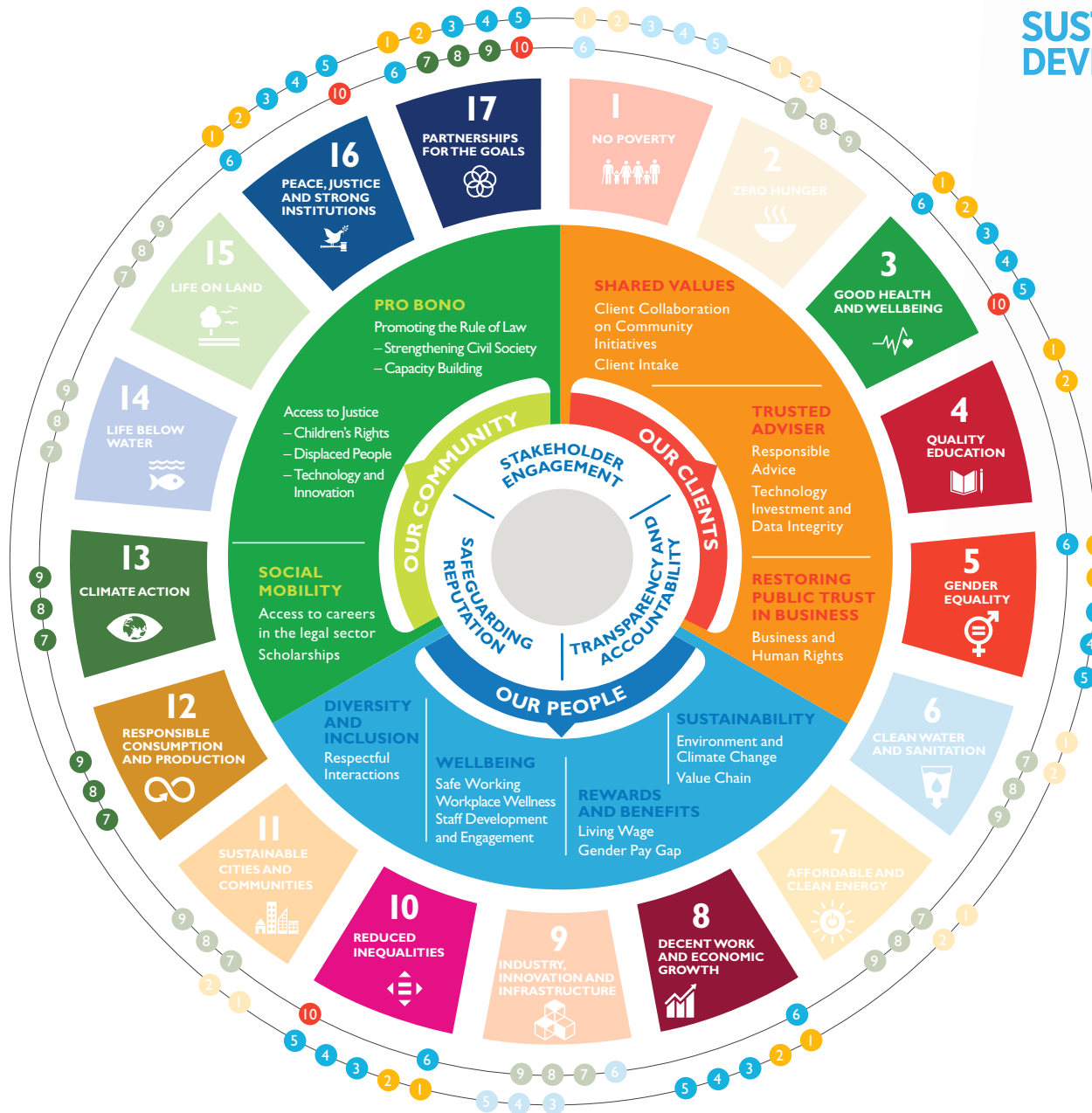
RESPONSIBLE BUSINESS AND THE UN GLOBAL COMPACT

THE TEN PRINCIPLES

OF THE UNITED NATIONS GLOBAL COMPACT

- 1 Support and respect the protection of internationally proclaimed human rights
- 2 Not be complicit in human rights abuses
- 3 Uphold the freedom of association and the effective recognition of the right to collective bargaining
- 4 Support the elimination of all forms of forced and compulsory labour
- 5 Support the effective abolition of child labour
- 6 Support the elimination of discrimination in respect of employment and occupation
- 7 Support a precautionary approach to environmental challenges
- 8 Undertake initiatives to promote greater environmental responsibility
- 9 Encourage the development and diffusion of environmentally friendly technologies
- 10 Work against corruption in all its forms, including extortion and bribery

SUSTAINABLE DEVELOPMENT GOALS



DLA Piper made a formal commitment to the UN Global Compact in February 2013 and we are proud to be one of the first law firms subscribing to the ten universal principles around human rights, labour, environment and anti-corruption.

We remain focused on further aligning our Responsible Business model (see the diagram) with the nine Sustainable Development Goals (SDGs), as adopted by the firm. We also continue to actively promote the UNGC universal principles in our strategic and daily operations.

OUR CLIENTS

As a firm we continue providing leading edge legal advice and related services while promoting greater environmental responsibility, sustainability and innovation.

TRUSTED ADVISOR



Our clients' business structures, supply chains and relationships are complex and must be able to navigate multiple social, cultural, political, legal and regulatory landscapes. A failure to identify and manage responsible business conduct issues relating to human rights, environmental, anti-bribery and corruption and community engagement risks can create legal, regulatory and litigation risks, harm reputation and brand value and lead to a loss of commercial opportunities.

As trusted advisors we work with our clients to ensure that responsible business conduct is embedded across policy development and implementation, strategy and investment planning, governance, due diligence and risk management, supply chain management, transactional and dispute resolution issues.

ENVIRONMENT AND CLIMATE CHANGE

DLA Piper continues to be a global legal advisor on climate change legislation and energy efficiency measures such as the European Union Emissions Trading System, California's AB32 cap-and-trade programme, ESOS and Climate Change Agreements and in advising clients engaged in transactions for carbon credits in compliance and voluntary markets.

We continue to represent countries at international climate negotiations. For example, we represented a client at the UNFCCC 23rd Conference of the Parties in Bonn. A number of the firm's lawyers from offices around the world worked in their own time to advise our client on the work of the Conference and its Committees relating to the Rules for Implementing the Paris Rulebook. The team also helped our client accede to a country group.

The firm also assists clients in sectors introducing new technology which promotes sustainable energy use, such as recent work from a company promoting innovative power units for unmanned aircraft.

Our firm continues to be a thought leader by hosting and participating in seminars, both for clients and the wider community. Apart from the UN Global Compact Sectors Summit in New York in June, highlights for 2017 included a global Business and Climate Summit in the City of London in June organised in partnership with the WEF, ICC, the City of London and the UN; the Business in the Community (BITC) Smart Growth Summit in April; the Greenstone Sustainable Supply Chains Conference in London in July; and a seminar on "Brexit: What does it mean for the Environment?" in September.

WIN

WHAT IN-HOUSE LAWYERS NEED



Our award-winning programme What In-house Lawyers Need (WIN) offers the tools, training and knowledge to in-house lawyers on a wide range of technical, commercial and personal aspects. In addition to bespoke services, WIN offers interactive and practical training on topics that range from business and human rights, diversity and inclusion, employment law to health and safety, responsible sourcing and outsourcing.

In addition, the Women's WIN initiative extends the excellence of our Global Leadership Alliance for Women (Global LAW) programme to our clients and provides a unique platform for training, networking and sharing best practice for female lawyers.

BUSINESS AND HUMAN RIGHTS



DLA Piper is committed to respecting and supporting international human rights throughout our business operations.

The risk of adverse human rights impacts is a key strategic concern for businesses. Businesses understand the responsibility to respect human rights and the practical imperative to identify and manage any human rights impacts linked to their business operations, supply chains and business relationships.

We continue to play an active role in sector-wide discussions on implementing the UN Guiding Principles on Business and Human Rights as a member of the Business and Human Rights Advisory Group of the UK Law Society.

Our International Business and Human Rights team is working with a multi-jurisdictional, cross-practice team of lawyers across the firm. They are providing clients with support to navigate increasingly complex and interconnected challenges and opportunities presented by the developing business and human rights agenda.

We advise clients across a range of governance, transactional, risk management, compliance and dispute resolution issues related to human rights risks. This includes human rights policy, strategy development and implementation, investment decision making, due diligence and risk assessments and the design and implementation of grievance mechanisms.

WORKING AGAINST CORRUPTION



DLA Piper adheres to the highest regulatory and professional standards in order to protect our business, our reputation and our clients.

We are known as thought leaders on issues of anti-bribery and corruption and we regularly host events for our clients and other stakeholders outlining and promoting best practice on this subject.

Our global Anti-Bribery and Corruption Policy sets out the approach and expectations we place on our own people as well as on our business partners.

This policy is an integral part of our risk management and compliance framework. The framework incorporates policies, procedures, guidelines and a Compliance Handbook which covers a wide range of issues, including anti-money laundering, sanctions and ethics.

Our Whistleblowing Policy and associated procedures are used for reporting breaches on a confidential or anonymous basis.

Our publicly stated policy on anti-bribery and corruption is reinforced through Board sponsorship and commitment to the policy and related procedures.

During 2017 we worked extensively to ensure that a consistent approach to anti-bribery and corruption is implemented not only in our own offices but also across all our relationship firms – the community of independent law firms who work together, and with DLA Piper, to provide a fully coordinated service delivery in countries, where our firm does not have its own offices. This programme is now near completion with on-going training sessions taking place.

DLA PIPER'S HUMAN RIGHTS POLICY IS ALIGNED WITH:

The International Bill of Human Rights Universal Declaration of Human Rights

The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work

The UN Guiding Principles on Business and Human Rights

OUR PEOPLE

DIVERSITY AND INCLUSION



For us, diversity is not just about visible differences, it is the unique blend of talents, skills, experiences and perspectives that makes each of us an individual and we strive to create an environment where these differences are valued and celebrated.

As our organisation of nearly 10,000 employees operates across more than 40 countries throughout the Americas, Asia Pacific, Europe, Africa and the Middle East, our policies in each jurisdiction are tailored to the legal, regulatory and cultural requirements of each geography.

We promote a culture in which everyone feels respected, valued and included, where everyone has the opportunity to grow their career and where pathways to career progression are transparent.

We have continued to implement our firm-wide strategy to secure the gender talent pipeline, with progress reviewed by the Board every six months. The strategy includes the moderation of all promotions to include gender analysis, the requirement for at least one woman to be on the shortlist for all key management appointments and a comprehensive review of our parental leave benefits and the introduction of parental coaching.

At DLA Piper we are firmly committed to diversity and inclusion. As a global business law firm, with a diverse client base, we know that our clients expect our people to represent the communities in which we work and value our ability to advise them on both local and global cultures and markets. In 2017, throughout our regions we pursued strategies to retain, promote and develop our women lawyers and LGBT community. We believe that our approach to diversity and inclusion enables us to attract the best talent, build the most effective teams and deliver the highest level of client service.

We are proud of the external recognition we have received for our efforts in relation to gender parity.

At the Euromoney LMG Europe Women in Business Law Awards last year, the firm took home five awards in total, including the award for Best Gender Diversity Initiative in an International Firm for the fourth consecutive year.

We have again been awarded the Employer of Choice for Gender Equality citation by the Australian Government's Workplace Gender Equality Agency (WGEA), having been a WGEA citation holder since the programme began.

We are continuing to roll out our Diversity and Inclusion training curriculum. Partner workshops focusing on unconscious bias have continued and over 380 partners have now been trained to date. We have also worked to ensure the key learnings from the training are integrated in our people processes, performance management, promotions and compensation decisions. We have developed 'bite-sized' guidance intended to be used by partners and managers in real time during these processes to serve as a prompt and reminder of how

bias can manifest and how the impacts of bias can be minimised. We have also developed a new module on Cultural Awareness which has been incorporated into our career academy programme for non-partner lawyers and business services professionals. This aims to provide participants with a framework of techniques and skills to operate and collaborate more effectively across cultures.

We actively welcome and value the ideas and contributions of all of our people. In some cases, people with common interests or backgrounds wish to form resource groups to share insights and different perspectives with each other and with the firm. Our two hallmark global resource groups – the Leadership Alliance for Women (LAW) and the Iris Network (LGBT) – continue to grow and develop momentum.

Following the success of LAW initiatives throughout the UK, US and Australia, we have formed the Global Leadership Alliance for Women (Global LAW). The Global LAW harnesses expertise of colleagues engaged in local initiatives around the firm and leverages best practices among existing local mentoring, skills development and networking programmes to support

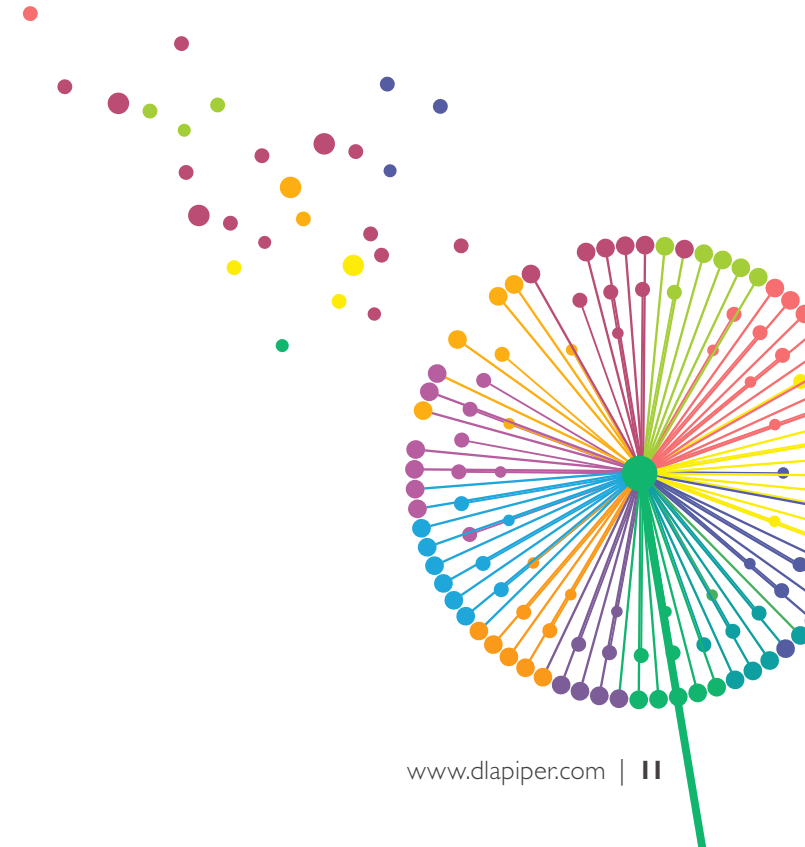
the advancement of our women lawyers worldwide. The local chapters of the Global LAW are now established in France, Spain, Italy, Germany, Belgium, The Netherlands, Luxembourg, the Nordics region, Hong Kong, Japan, New Zealand and the Middle East.

The International Women's Day was marked with the largest number of Global LAW events so far. These included guest speaker events in London and Copenhagen, a panel event held jointly with client RBS in Edinburgh, a networking lunch for colleagues and clients in Brussels, an event in Saudi Arabia for colleagues and clients and networking events in Germany. The focus of many of the events and discussions locally was engaging men – making gender equality everyone's issue and not just a women's issue.

Our LGBT network continues to make excellent progress. Last year's re-launch of the network in London under the new name 'Iris' (the Greek goddess of the rainbow and messenger of the Gods) was followed up by local launch events in Sydney and Hong Kong. The group aims to promote an inclusive working environment by offering networking opportunities, raising awareness across the firm and partnering with clients on LGBT initiatives. The group now has over 100 members across the firm.

We are Stonewall diversity champions in the UK and members of Pride in Diversity in Australia and the Hong Kong Gay and Lesbian Attorneys Network. We have supported Pride in Hong Kong, Manchester, Rome and Auckland. We continue to support 'Wear it Purple' day in Australia and recognised World AIDS Day in the UK. We also raised awareness of LGBT history month, Transgender Day of Visibility and International Day Against Homophobia, Transphobia and Biphobia.

We recognise that our diversity initiatives have a long-term time horizon, but we believe that we are on a journey and whilst, like most law firms, we still have some distance to travel, with strategic approaches in our geographic regions, we are making great progress.



WELLBEING



MENTAL HEALTH

Across the world 25% of people will be affected by a mental health issue at some point in their lives. We will all be touched at some stage of our lives by mental ill health, either personally, in our family or in our workplace. We recognise that, as a firm, supporting our people to take better care of their mental health, and improving our workplace health and wellbeing overall, is extremely important.

We recognised World Mental Health Day in October 2017 with events in every region and firm-wide communications, reminding people of the steps they can take to improve their health in general.

We have also put in place a number of initiatives to provide ongoing support and to try to prevent issues arising. These include:

- The development of firm-specific awareness training in Australia, delivered by a psychologist and rolled out to each office.
- Training for local Mental Health Ambassadors which has been piloted in the UK.
- The introduction of a Resilience programme which was also included in the International Graduate Academy for the first time last year and at the Global Partners Conference in June 2018.
- A series of seminars/webinars throughout the year to educate people on different aspects of mental health and wellbeing.
- Access to free, confidential and independent support resources.

In order to ensure that these important initiatives continue to progress and are made available to our people across the world, we have created an international mental health & wellbeing working group, chaired by Melinda Upton, Co-Country Managing Partner in Australia, with representatives from each region of the firm.

Healthy workplaces are proven to improve workforce participation, deliver greater productivity and increase social inclusion. At DLA Piper, we know it is down to all of us to work together and support one another to improve our workplace health.



WORKPLACE WELLNESS

Flexibility and agile working are seen by the firm as key business tools to help drive individual, team and firm productivity, and are crucial to attracting and retaining talented staff. We are continuing to embed innovative technologies and flexible working practices within the business and are focusing on career development opportunities for agile workers.

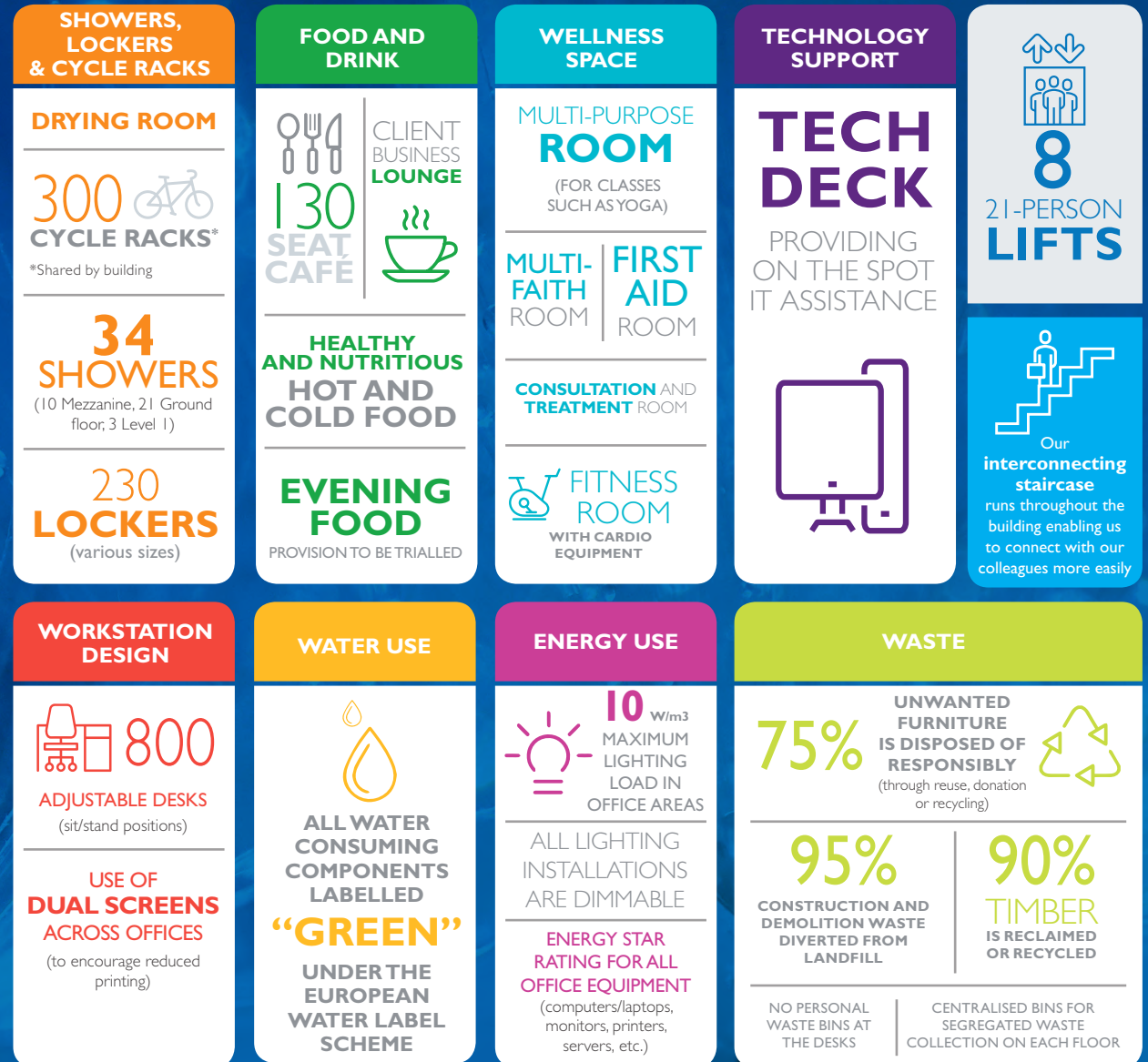
We are committed to providing our employees with a safe and secure working environment that safeguards their health and promotes physical and mental wellbeing, regardless of where in the world they work.

To meet this commitment and to ensure a consistent approach across our offices and areas of operation, we maintain a robust health and safety management system on par with international codes of practice and industry requirements. Through the process of continuous improvement, we strive to uphold the highest performance standards and promote a positive health and safety culture throughout the organisation.

We also view our workplace environment as one of the most important opportunities to achieve transformational change and to reflect on our pursuit of excellence. To support this strategic approach, we developed comprehensive and bespoke International Design Guidelines for all our design and fit-out projects. Whilst we initiated the process in 2016, our approach continued to evolve reflecting the latest design concepts, standards and related technologies. Among other important aspects, the Guidelines provide particular focus on the quality of our workplace environment, sustainability, innovative technologies, security and access control, amenity spaces and staff wellbeing.

For example, our new office in London was designed in 2017 using these Guidelines and now, just a few months away from the move-in date, we can share the selected achievements with pride and determination to continue this approach in all future projects.

OUR NEW LONDON OFFICE HAS BEEN DESIGNED FOR THE WELL-BEING OF THE MIND, BODY AND SOUL AND WITH OUR SUSTAINABILITY FRAMEWORK IN MIND



SUSTAINABILITY

ENVIRONMENT AND CLIMATE CHANGE



Our overall approach is reflected in the firm's environmental sustainability policy, which is jointly championed by Simon Levine and Jay Rains, the Co-CEOs and Global Board members with responsibility for environmental challenges.

The execution of our policy commitments is ensured by:

- The Global Sustainability Initiative (GSI) which is established by the Global Board and governed by the two sponsoring partners and a cross-functional committee. Its main focus is on formulating a strategic and integrated approach on managing environmental impacts and opportunities throughout our value chain. The progress against long-term targets is reviewed quarterly by the Global Board
- The relevant functional groups (eg Operational Risk, Procurement, Property and Workplace) for the day-to-day implementation of its core requirements.

Our management system has been ISO 14001 compliant and independently certified across our global business for the past ten years. It is shaped by the internal and external issues that are material to the firm and our key stakeholders. It is integrated into the core business practices and processes and is designed to achieve our objectives and targets.

For DLA Piper the management of environmental aspects of our activities is an integral and essential part of the way we conduct our business. We strive to be a leader in environmental sustainability, particularly when it comes to managing the environmental footprint of business activities and operations across our entire value chain – ie both legal services and business support, including property and workplace management, events organising and procurement.

In 2017 we successfully transitioned and certified our management system to the new ISO 14001:2015 standard. This accomplishment recognises our efforts towards environmental sustainability and continuous improvement.

DLA Piper, as a founding member of the Legal Sustainability Alliance, maintains its leadership role within the legal sector on addressing environmental issues and continues to support the work of the Alliance in promoting sustainability reporting and sharing of best practice within the sector.

In 2017 the Alliance celebrated the 10th Anniversary of its foundation. In the same year, 57 firms reported their carbon emissions and, on a like-for-like basis, reporting member firms managed to reduce total carbon emissions by 12,400 t CO₂e, representing a 6% reduction. Similarly, per capita carbon emissions have reduced by 6% to an average of 3.18 t CO₂e per employee. Reporting now includes the carbon footprints associated with water consumption. Discharges and

waste. Furthermore, firms have been able to reduce paper consumption by 14% from 2016 to 2017 and were able to increase the average recycling content of paper used from 16% to 26%.

The Alliance has acknowledged that reduction of carbon footprint is by no means the only sustainability issue and is moving to consider the overlap between environmental and public health issues. The broader scope of the Alliance's focus is also reflected in the charities it supports. In 2017 the Alliance supported the work of the Woodland Trust and in 2018 it will be supporting the Blue Marine Foundation, a charity which aims to combat the surge of plastics in the world's oceans.

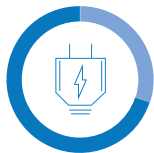
We continue to support this positive and mutually beneficial collaboration model in Australia through the Australian Legal Sector Alliance and in the US through a partner organisation, the Law Firm Sustainability Network.

OUR 2017 ENVIRONMENTAL PERFORMANCE AGAINST THE TARGETS



25% REDUCTION IN ENERGY USE AGAINST 2012 BASELINE

We are making good progress towards our strategic target. In 2018 we plan to implement a certifiable energy management system across our international offices to help us make further improvements.



Energy use decreased by **20%** since 2012



INCREASE USE OF GREEN ENERGY

Renewable sources of energy continue to play an important role in our electricity supply. Over 50% of our total electricity consumption is sourced from green energy providers.



30% of our offices buy electricity from green energy providers



INCREASE USE OF COMMUNICATION TOOLS AS ALTERNATIVES TO TRAVEL

Our business travel supports essential projects but remains a significant contributor to the overall carbon footprint of our operations. Having set up a robust monitoring system in partnership with our global travel service providers, we are now in a position to move forward with our carbon offsetting strategy for business travel emissions.

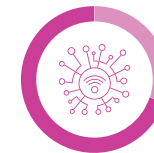


Travel emissions reduced by approx. **19%** since 2012



OFFSET EMISSIONS ASSOCIATED WITH BUSINESS TRAVEL

We continue to introduce innovative business technologies and online collaboration and communication tools as alternatives to travel.



Use of video conferencing increased by **63%** since 2012



REDUCTION IN PAPER USE AGAINST 2012 LEVELS

As we continued improving our record management system (particularly matter management, document retention and digitisation) and introducing new legal technologies, including remote access to project files, the use of paper across our offices reduced dramatically.



Use of paper reduced by **30%** per employee



YEAR-ON-YEAR INCREASE IN RECYCLING

We have maintained 100% recycling of our paper waste and improved across all other categories of "office recyclables". Our waste management programme will be changing focus from recycling to broader waste reduction initiatives.



MONITOR PERFORMANCE OF HIGH RISK STRATEGIC SUPPLIERS

We have substantially revised our definition of strategic suppliers to reflect potential risks and significant opportunities in the areas of human and labour rights, environmental impact and anti-corruption. In 2017 we reviewed our pool of contractors across the key service areas – catering and vending, cleaning and security, couriers and taxis, travel, record management, stationary and print, utilities, confidential shredding and building maintenance.

Strategic suppliers across our key service areas

20



ENCOURAGE RESPONSIBLE PRACTICE AMONG SUPPLIERS

We are now actively engaging with those contractors and suppliers that have the greatest potential to influence our sustainability performance and support us in delivering strategic objectives.



60% of our strategic suppliers actively engaged in supporting our sustainability goals

VALUE CHAIN



The value chain within DLA Piper, as in most professional services, consists of the various workflows that drive profitability and competitiveness of the firm by adding value to its core services and contributing to the wider sustainability of the firm.

For example, sustainability is one of the key considerations within our property governance framework and related guidelines. We initially started with the development of minimum environmental standards and requirements for office design and fit-out projects. These have now evolved into an integrated framework incorporating workplace sustainability requirements (energy efficiency, wellbeing, use of ethical and sustainable materials, waste, use of technologies, contractor management, etc.). While the process was initiated in 2016, the framework development and trials continued throughout 2017 with the key requirements prioritised for implementation in all new offices and upcoming upgrades.

Our event organisers are also guided by the principles of sustainability. DLA Piper internal and external events come in a variety of formats – from corporate conferences to office parties, from educational seminars to fundraising events. As a responsible business we always consider aspects such as health,

safety and welfare of the people attending, the impacts on the environment and the wellbeing of the surrounding communities.

However, the greatest risks and opportunities underpinning the UNGC principles lie with the sustainable management within our supply chain. Our supply chain is relatively straightforward and yet it cuts across many different national cultures, wide ranging business norms and traditions, bringing with it a multitude of potential risks as well as rewarding opportunities for businesses, the environment and societies.

Our global Sustainable Procurement Policy provides a high-level outline of our approach to ensuring that all suppliers and contractors act consistently with our values and commitments, particularly with respect to human rights, safe and fair working conditions and the key principles and rights embedded in International Labour Organisation Declaration.

We actively encourage diversity throughout our supply chain and seek to provide a level playing field for all potential suppliers irrespective of their size, ethnicity, ownership and location.

We form partnerships with our more mature and advanced suppliers and service providers to achieve economies of scale and scope in mitigating the life cycle impacts. At the same time we are fully committed to working closely with smaller local companies to help

them achieve necessary experience, capability and financial viability to successfully undertake the work whilst complying with our policy requirements.

We encourage our new strategic suppliers to subscribe to and provide detailed sustainability information through our Supplier Portal. The Portal allows us to consistently monitor compliance and reduce exposure to business risks, safeguard our reputation and avoid complicity in human rights abuses.

We are committed to achieving the highest standards of sustainable procurement together and in partnership with our extended supply chain. Capturing performance data on key issues such as governance and environmental, social and economic impacts is a fundamental part of understanding the potential risks and opportunities for proactive engagement through our procurement and contract management processes.

As we increase the scope of our data capture and dialogue across our supply chain we can make a significant positive difference in minimising environmentally detrimental practices and thus encourage a move towards more sustainable practices.

DUAL SCREEN TRIALS

We tested the impact of replacing conventional PC monitors with dual screens for all users in our Manchester office and found that the daily number of printing jobs was cut in half and daily paper use was reduced by two thirds, thus saving over 3 tonnes of paper, approximately 40 trees per year. This approach will gradually be rolled out across all international offices before the end of 2018.

PAPER QUALITY INITIATIVE

Following a successful trial, we now procure the Forest Stewardship Council (FSC) certified paper from one mill in Europe. The mill owns 1.5m hectares of managed forest and produces paper from Eucalyptus globulus, using the process that consumes less wood (18%), less water (14%), less power (23%) and produces less waste (6%).

STATIONERY MANAGEMENT

Through collaboration with our suppliers and by introducing strict stock management process, we successfully reduced office deliveries of stationery by 66% across all UK locations, thus saving approximately 3 tonnes of CO2e per annum. Internationally, 50% of stationery items we procure are classed as green stationery.

BOTTLED WATER PROJECT

We were one of the first law firms to embrace the change in buying water. By introducing in-house refillable water bottles we eliminated deliveries, reduced water losses by 30%, reduced packaging/glass waste by 80%, created a branding opportunity and saved 70% of costs on the contract lifecycle. This system is now in operation in offices in Hong Kong, Johannesburg, Amsterdam, Prague, Luxembourg and across the UK.

CATERING TRIALS

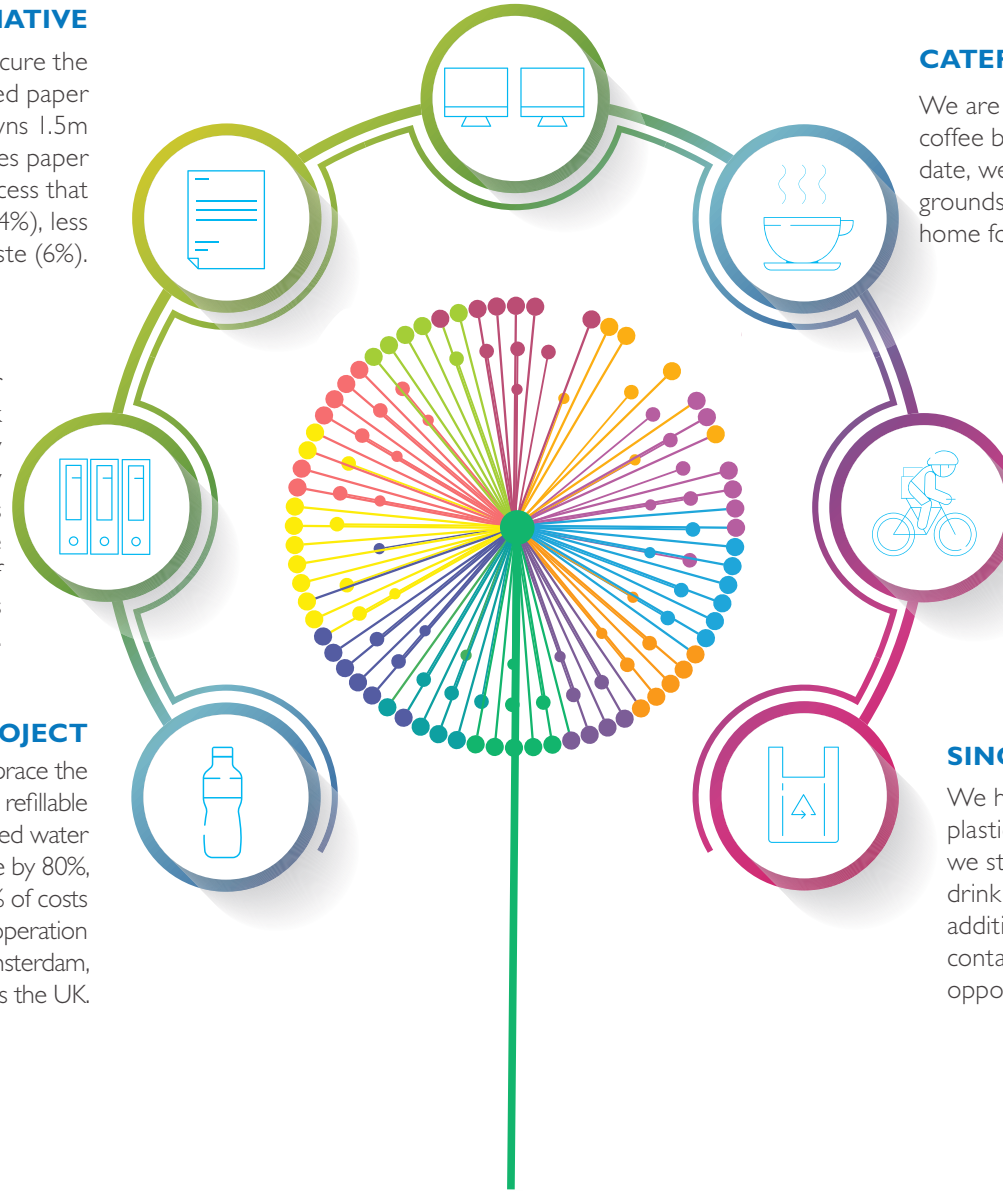
We are actively sourcing seasonal and locally roasted coffee beans for the coffee machines in our offices. To date, we are trialling this in four UK offices. The coffee grounds are made available to employees to take home for composting.

CYCLING COURIERS INITIATIVE

We pro-actively engaged with our London courier provider (same day delivery service) to identify opportunities for improvements. This collaboration is ongoing but over a period of two years we have ensured that 61% of our courier deliveries are completed by bicycle thus significantly reducing the carbon footprint of our operations without negative effect on the quality of service.

SINGLE USE PLASTIC INITIATIVES

We have been running trials to reduce the use of plastic in our offices for a number of years. In 2017 we stopped providing disposable plastic cutlery, hot drink cups and plastic water cups in our offices. In addition we have also eliminated polystyrene food containers from our cafes and continue reviewing new opportunities in partnership with our key vendors.



OUR COMMUNITIES

DLA Piper is a global leader in the access to justice community. Our Pro Bono and community programmes are a true differentiator for our firm. Our commitment to our communities around the world is demonstrated through our Pro Bono and community engagement programmes, exists at every level in every office within the firm and is ingrained as part of our culture. For the past two years, the firm devoted over 200,000 hours to Pro Bono and community work each year – making us one of the largest providers of Pro Bono legal services in the world.

GLOBAL PRO BONO STATS

DLA Piper coordinates Pro Bono projects in the following regions:



N. America US, Canada, Mexico and Puerto Rico

EMEA Europe, Middle East and Africa

Asia Pacific East Asia, Southeast Asia and Oceania

HOURS DONATED

DLA Piper offers pro bono legal services to low-income and disadvantaged individuals, families and nonprofit groups:



107,000
hours donated
in **North
America**



71,100
hours donated
in **Europe,
Middle East,
Africa**



21,300
hours donated
in **Asia Pacific**



Nearly
= 200,000
total pro bono hours donated
globally by DLA Piper during 2017

Last modified February 2018
www.dlapiper.com/focus/probono/pro-bono

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PRO BONO

We encourage our lawyers to do Pro Bono work, much of which focuses on access to justice, education, human rights, non-profits and charity law, juvenile justice as well as supporting refugees, statelessness and trafficking survivors.

As one of the largest law firms in the world and a thought leader in the creation and delivery of Pro Bono services, we are able to develop, manage and deliver Pro Bono in size, scale and scope unlike any other global law firm.

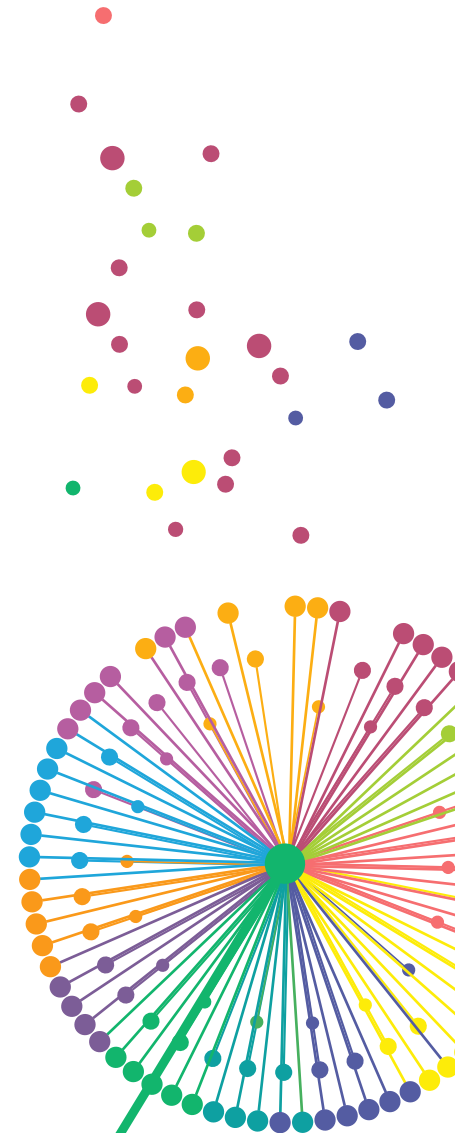
Our Pro Bono practice focuses on three global themes: the rule of law, child rights and upholding the rights of asylum seekers, refugees and stateless people.

RULE OF LAW STRENGTHENING CIVIL SOCIETY



Our rule of law work is designed to support just laws, fair and open courts and transparent and accountable governments. Many of our projects support upcoming law students to obtain the skills necessary to be the future guardians of the rule of law. Here are some examples of this work.

- In Tanzania, our DLA Piper Africa firm IMMMA provided support to clients in a number of high profile cases relating to freedom of expression and freedom of association.
- In Australia, we supported a client in a high court case on democratic freedoms and protest rights (Brown v Government of Tasmania).
- Our Australian lawyers are continuing to support the Government of Vanuatu. We have also established a new partnership with the University of the South Pacific in Suva, to support their inaugural Law Clinic course.
- In Asia, we are continuing to work on a law reform project to remove restrictive barriers to NGOs who want to employ a solicitor.
- In Europe, we are continuing to support fair and open trials by providing trial observation, preparing accessible letters of rights and providing support amicus briefs on human rights issues.
- We continue to support NGOs with individual complaints to UN human rights bodies, and are providing short human rights courses to high school students in the UK.



CHILD RIGHTS



In 2013, UNICEF UK and DLA Piper launched a ground breaking partnership to support and develop UNICEF's child justice work around the world. Over five years, DLA Piper has raised more than £1 million through corporate donations and employee fundraising to support a Justice for Children programme in Bangladesh, which aims to help ensure children coming into contact with the law are protected from violence, abuse, exploitation and treated fairly. From 2017, funds raised through our partnership will support UNICEF's child protection work globally. To date, DLA Piper has provided over 18,000 hours of Pro Bono legal support for UNICEF's work globally. This work includes:

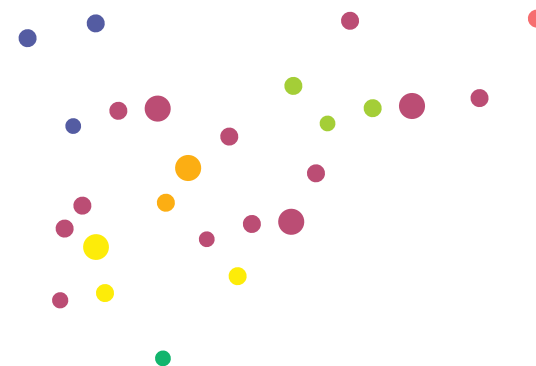
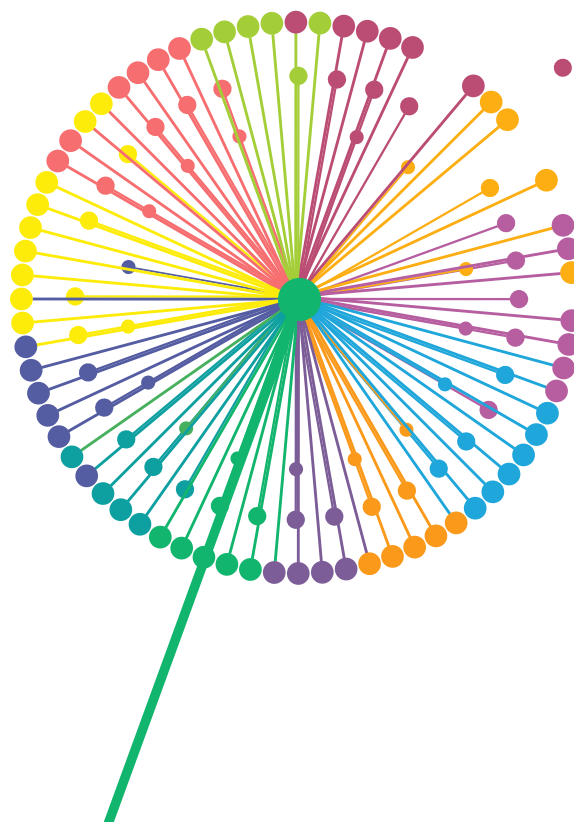
- Supporting the nationwide consultations on child friendly transitional justice processes with UNICEF in the Gambia, and providing technical support to help integrate child protection as part of the process.
- Preparing National Baseline Assessments for UNICEF Japan, UNICEF Netherlands and UNICEF Chile, examining the extent to which the children's convention has been implemented in domestic law.
- Providing research on the power of the Dutch government to protect children's rights in the Netherlands' overseas territories in the Caribbean.
- Research on the detention of children in connection with armed conflict.
- Supporting UNICEF's Child Rights and Business team to examine advertising and marketing standards in 37 countries and to research how countries hold companies responsible for the sexual exploitation of children. This important work enables UNICEF to advocate for greater corporate accountability for violations of children's rights.
- Reviewing national legislation on birth registration and comparing legal frameworks across 23 jurisdictions. This work will help UNICEF advocate on behalf of the 230 million children worldwide whose births are not registered, protecting them from child labour, child marriage, trafficking and exploitation.
- Providing Pro Bono advice to UNICEF Australia's advocacy team on universal birth registration, inter-country adoption and opportunities around the 25th anniversary of the Convention of the Rights of the Child. DLA Piper lawyers co-drafted UNICEF's submission to the Australian Government inquiry regarding inter-country adoption.
- Conducting a global comparative research project looking at legislative frameworks relating to the social service workforce for 29 jurisdictions around the world. This research will contribute to the first annual State of the Social Service Workforce Report produced by the Global Social Service Workforce Alliance, with support from UNICEF and other partners. This Report will support global, national and local advocacy around the protection of the rights of social service workers and also to assist in the planning and implementation of effective programmes for children and families.
- Supporting UNICEF Bangladesh on a law reform project to help align the Children's Act with the Convention on the Rights of the Child and other international human rights standards.

AS PART OF OUR BROADER SUPPORT TO CHILDREN AROUND THE WORLD, OUR WORK INCLUDES:

- Completing legal and policy mapping reports on child marriage in Bangladesh and Pakistan as part of the South Asian Association For Regional Co-operation in Law intergovernmental project.
- Providing support to the Australian National Children's Commissioner in the development and research of child safe organisation principles.

- Conducting empirical research in 10 European jurisdictions (interviews with lawyers, NGOs, journalists and parents of children with disabilities) on the right to inclusive education.
- Continuing to have high success rates for our Coram Children's Nationality Project and the NDCS Welfare Benefits Project in the UK.
- Supporting Defence for Children to enhance children's rights during criminal proceedings among European countries.
- Providing a training for local Belgian lawyers and NGOs on how to provide legal support and conduct legal advocacy in support of children with mental disabilities.
- Working with our US lawyers in efforts to help end the practice of sentencing children to life without the possibility of parole.
- Taking on numerous emergency matters to assist children in Central America seeking to apply for immigration status in the US.

- Providing free legal services to children facing expulsion from school in Northern California in an effort to reduce the number of students who are expelled from public schools.
- Helping families who are seeking special education services for their children in public schools in the US.
- Assisting families in the US with disabled children obtain guardianship which grants decision-making authority to the legal guardian who can then make decisions including living arrangements, day care or schooling, financial matters and health care.



DISPLACED PEOPLE



Safe and orderly migration continues to be one of the most critical issues facing the world. Some of the work done by our offices around the world is set out below.

- Our offices in Ethiopia and Mozambique conducted research on the domestic and international laws affecting economic migrants in their jurisdictions.
- In Thailand, we partnered with TrustLaw and the International Rescue Committee to prepare training for migrant workers on their rights.
- Our Australian colleagues prepared a submission to the Australian Government Inquiry into Establishing a Modern Slavery Act in Australia.
- In Amsterdam, we launched a refugee internship programme, linked to the Know Your Rights Project, which provided in-depth training on key issues in Dutch law to 25 selected asylum seekers.
- We undertook comparative research for UNHCR on state practices related to the retention and confiscation of refugee and asylum seekers' passports. We also launched a report in Austria on ending childhood statelessness.
- We continued to provide legal support to organisations such as Refugee Action in the UK, and provided training on a range of issues, including witness statement training for caseworkers.
- We held staff guardianship and family preparedness clinics in the US so that immigrants can create emergency plans for the care of their children.
- In the US, we have sent multiple teams of lawyers to volunteer at immigration detention centres located in remote areas where it is difficult to access counsel.
- We represented immigrants who fled their home countries with the hope of seeking asylum in the US.

NEW PERIMETER



Through New Perimeter, our non-profit affiliate, we provide long-term Pro Bono legal assistance in under-served regions around the world to support access to justice, social and economic development, and sound legal institutions.

We team with the National Centre for State Courts to deliver trial advocacy training to police prosecutors in Caribbean nations.

We work with a global NGO to support its work to improve juvenile justice in under-served areas.

We provide mentoring and training on ethics and commercial law topics to women lawyers in Nepal, in collaboration with an NGO and the Nepali Bar Association.

We train government lawyers from East Africa on negotiating complex agreements, in partnership with East African Development Bank.



 <p>ACCESS TO JUSTICE</p>	 <p>SOCIAL AND ECONOMIC DEVELOPMENT</p>	 <p>SOUND LEGAL INSTITUTIONS</p>	 <p>WOMEN'S ADVANCEMENT</p>
<p>Provide:</p> <ul style="list-style-type: none"> Courses on Pro Bono and Public Interest Law Legal Ethics Training Assistance to Legal Service Providers 	<p>Support:</p> <ul style="list-style-type: none"> Financial Inclusion Intellectual Property Protection Legislative Drafting 	<p>Train:</p> <ul style="list-style-type: none"> Law Students Legal Professionals Judges and Government Lawyers 	<p>Assist:</p> <ul style="list-style-type: none"> Female Lawyers and Entrepreneurs Anti-Human Trafficking Initiatives Efforts to Combat Domestic Violence

SOCIAL MOBILITY

ACCESS TO CAREERS IN THE LEGAL SECTOR



The DLA Piper Foundation is an extension of our former Break into Law programme and aims to support students through long term and high impact programmes designed to students' individual needs. Through the Foundation, we invest significant resources in a number of young people each year who have the talent and ambition to study Law but who would benefit from access to quality mentoring, internships and the opportunity to build professional networks.

These initiatives will support the development of talented law students, increase diversity in the legal profession and contribute to the rule of law globally.

HEAD START

Head Start programmes are concentrated in countries where we have DLA Piper offices and where there are significant barriers to entering the legal profession for some people in the community. Head Start is aligned with, and complemented by, the firm's broader goals to promote diversity and inclusion internally. Head Start programmes run for between one and five years and participants receive bespoke support based on their goals and requirements.

Head Start UK supports students from the age of 16, who attend state schools, are eligible for free school meals and/or are the first generation in their family to attend university and/or have been in community care. We commit

to working with each student for at least three years (more if useful) and offer mentoring, internships, networking opportunities and a range of events to develop their confidence and employability skills. After three years, we link these students to our Graduate Recruitment team who offer them learning opportunities and information and support on applying for vacation scheme places at DLA Piper, should they want to do so.

Head Start Australia supports Indigenous students who are studying Law at university. This programme runs for at least one year (more if required) and provides internships, mentoring, learning and development opportunities and peer and professional networking events. At the conclusion of the programme we link these students with our

Graduate Recruitment team who provide information and support on applying for graduate roles at DLA Piper, if they would like to do so.

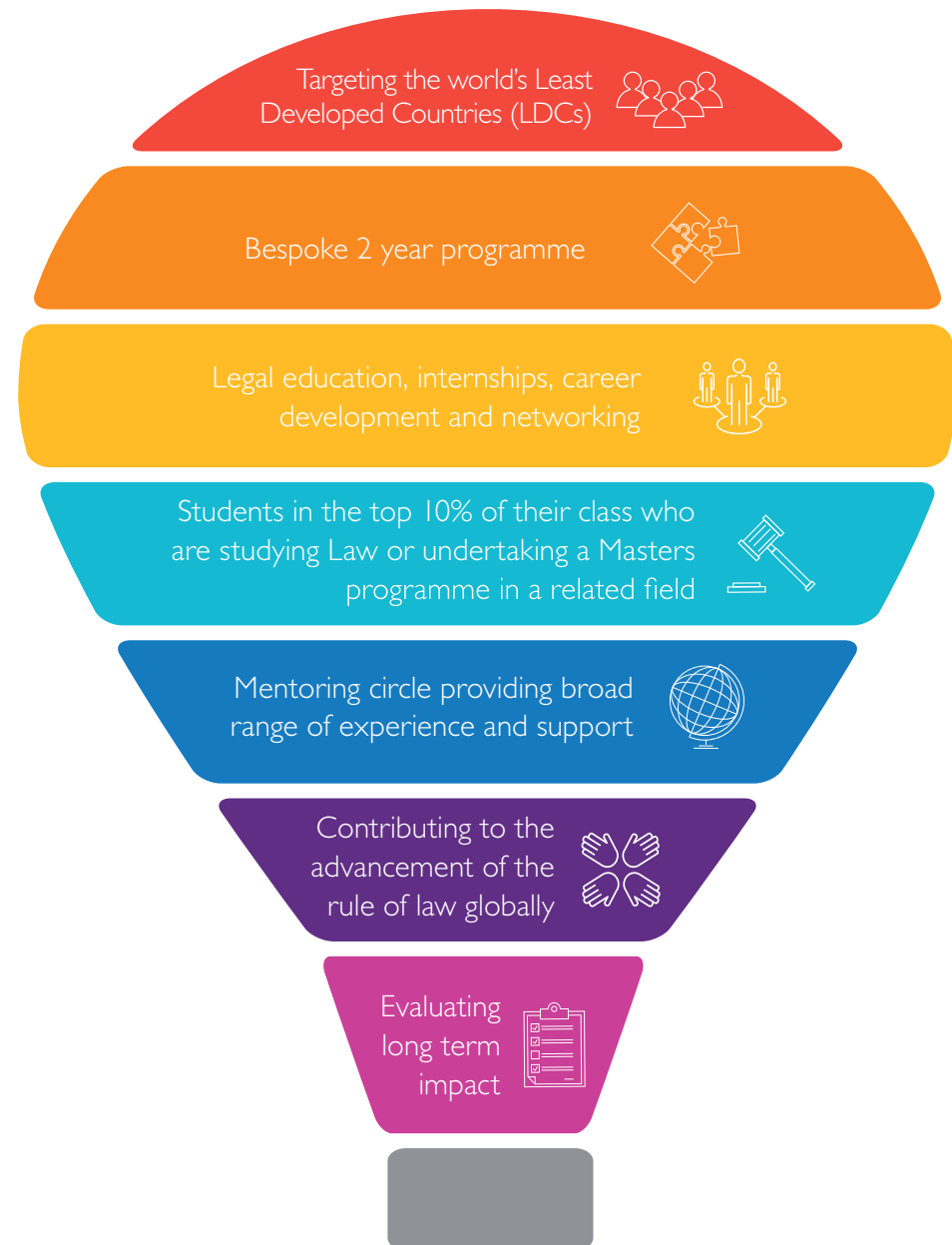
Head Start is not a pipeline programme and during the years we work with them, students are encouraged to consider a wide range of options in the legal profession. Mentors help to expose students to the various opportunities and roles available to them. At the conclusion of Head Start we will ensure that each student has the confidence and skills required to pursue the right opportunity for them. We keep in touch with Head Start Alumni and track what they go on to achieve and how we were able to help them reach their full potential.

GLOBAL SCHOLARSHIPS PROGRAMME



DLA Piper's Global Scholarship Programme was launched in June 2017. Through this initiative we support outstanding law students from the 50 Least Developed Countries, known as Fellows, and help them achieve their personal goals. The Fellows will develop a range of skills and build their networks. The aim is that in the long term they will contribute to a strong and effective legal profession, enhancing the rule of law and the sustainable economic development of their countries.

During the two year programme Fellows receive: financial support towards their tuition fees, mentoring, employability skills workshops, legal education, legal ethics training, public interest lawyering, networking opportunities and a number of work experience placements. As Fellows graduate from the programme they will be included in the DLA Piper alumni programme and be recognised as DLA Piper Fellows. We will keep in regular contact with them and understand what they go on to achieve after the conclusion of the programme.



FURTHER INFORMATION

For additional information about DLA Piper's approach and activities related to the UN Global Compact Principles, please refer to the following:

RESPONSIBLE BUSINESS

<https://www.dlapiper.com/en/uk/aboutus/>

DIVERSITY AND INCLUSION

<http://www.dlapiperdiversity.com/>

ENVIRONMENTAL SUSTAINABILITY

<https://www.dlapiper.com/en/uk/aboutus/corporateresponsibilityfolder/aboutuscontentpagefolder/sustainability/>

PRO BONO

<http://www.dlapiperprobono.com/>

UNICEF PARTNERSHIP

<https://www.unicef.org.uk/corporate-partners/dla-piper/>

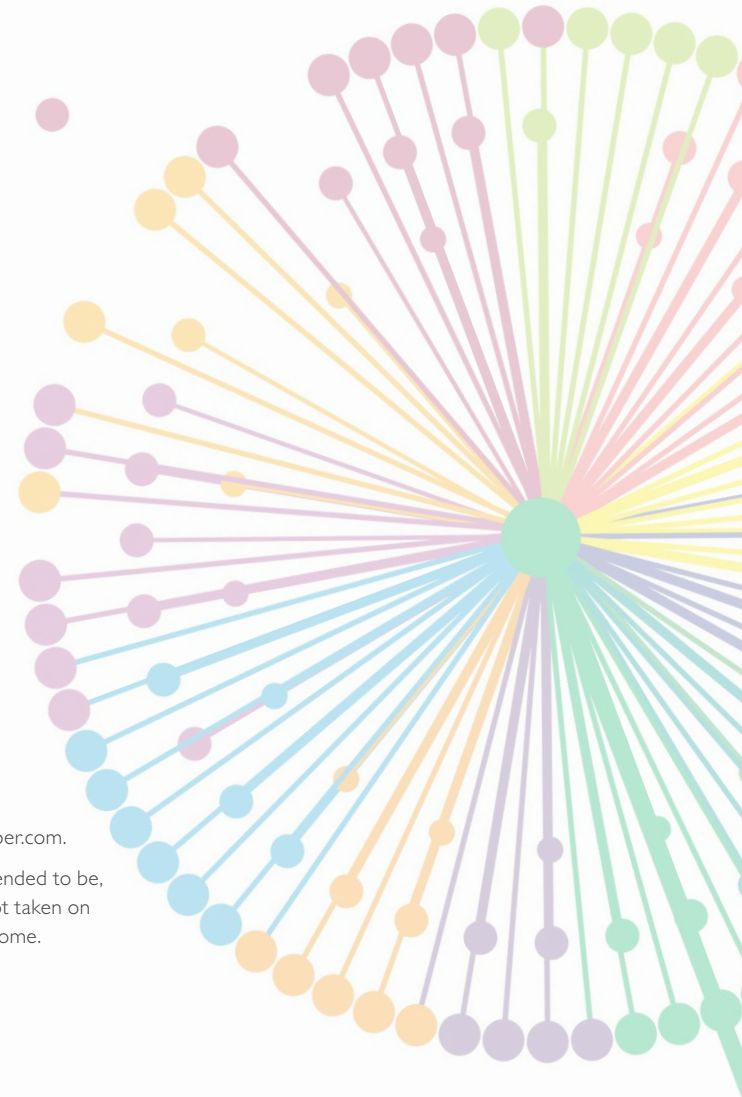
We welcome any queries or comments you may have on this report.



NICOLAS PATRICK

Partner

Head of Responsible Business



www.dlapiper.com

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