

DLA PIPER INTERNATIONAL

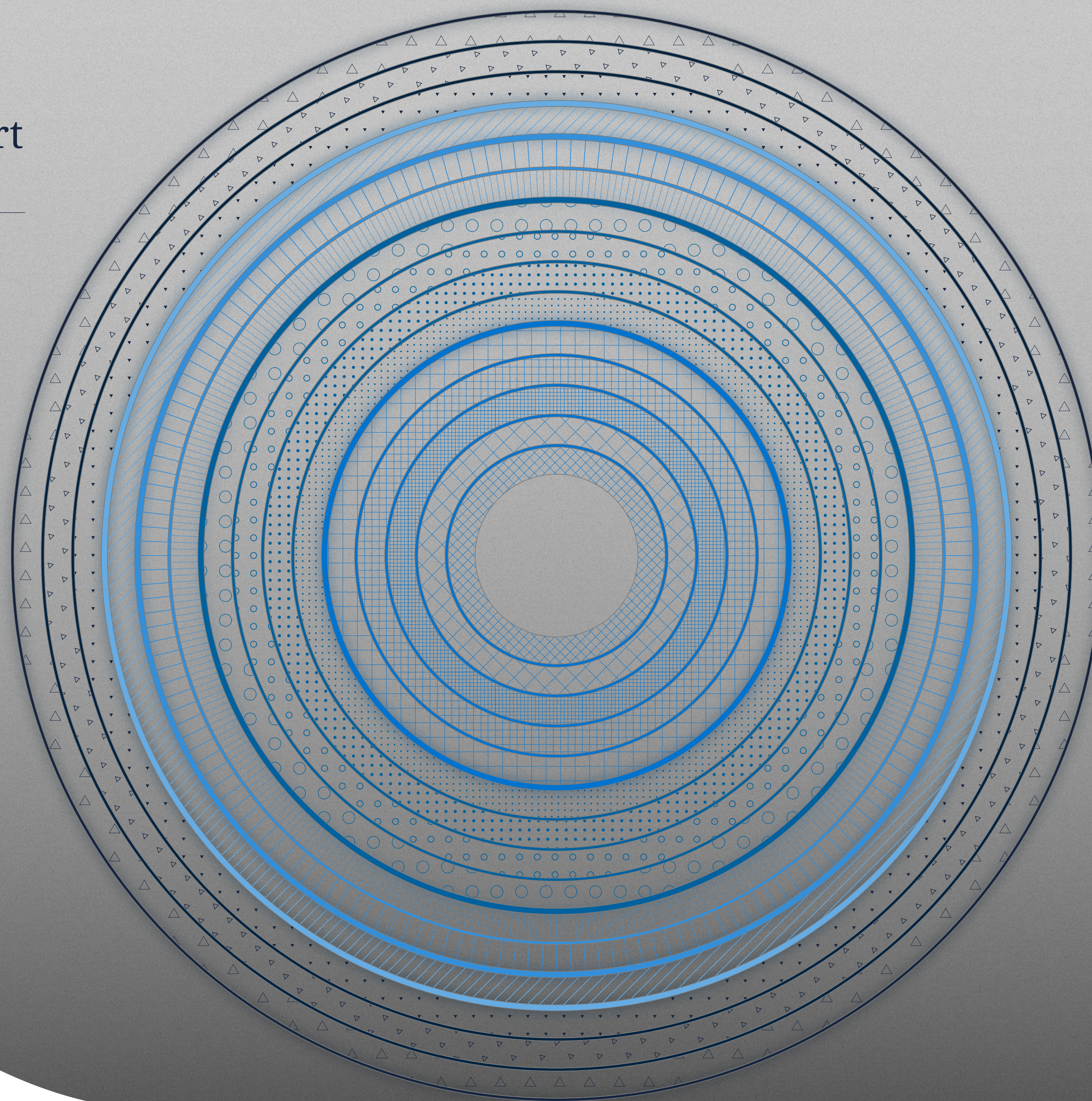
Sustainability Report

2022/2023

Regional Highlights

The Americas

Delivering on our purpose
and mission to help our
clients succeed and together
make business better



Overview

About us

DLA Piper is a global law firm operating on every continent.

We're fulfilling our vision to be the leading global business law firm – entrepreneurial, innovative and a trusted business partner to our clients around the world.

Our mission and purpose drive this success: we help our clients succeed, and together we make business better.

But we can't stand still. The world is changing rapidly, and the environment we operate in is more challenging. So we've refreshed our firm strategy, to make sure we're sustaining our efforts in some areas and making faster progress in others.

Sustainability is a strategic priority for the firm. We continue to support our clients to transition to, and thrive in, a more sustainable future, as we continue to integrate sustainability into our own operations.

Our values

From our interactions with our people, to our work with clients and our relationships with communities, we live by these values in everything we do:



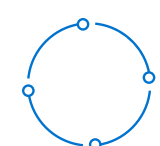
Be supportive

We are compassionate and inclusive, valuing diversity and acting thoughtfully.



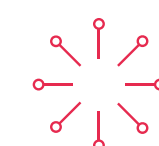
Be bold

We are fearless and inquisitive, challenging ourselves to think big and find creative new solutions.



Be collaborative

We are proactive, passionate team players, investing in our relationships.



Be exceptional

We are strategic and driven, exceeding standards and expectations.



About this report

DLA Piper operates across a diverse geographical landscape. With our global footprint, we have a responsibility to understand and meaningfully engage with sustainability priorities in all geographies where our firm operates. This report provides an overview of how we're applying our sustainability objectives across our many countries and cultures.

This report covers the activities of our offices in Africa, Asia Pacific, Europe and the Middle East (which we refer to as DLA Piper International), and also includes information from DLA Piper Americas.

This report provides a high-level snapshot of some of the firm's material ESG topics, covering themes like DEI, nurturing talent, employee health and wellbeing, as well as the transition to net zero and what that looks like for our offices locally.

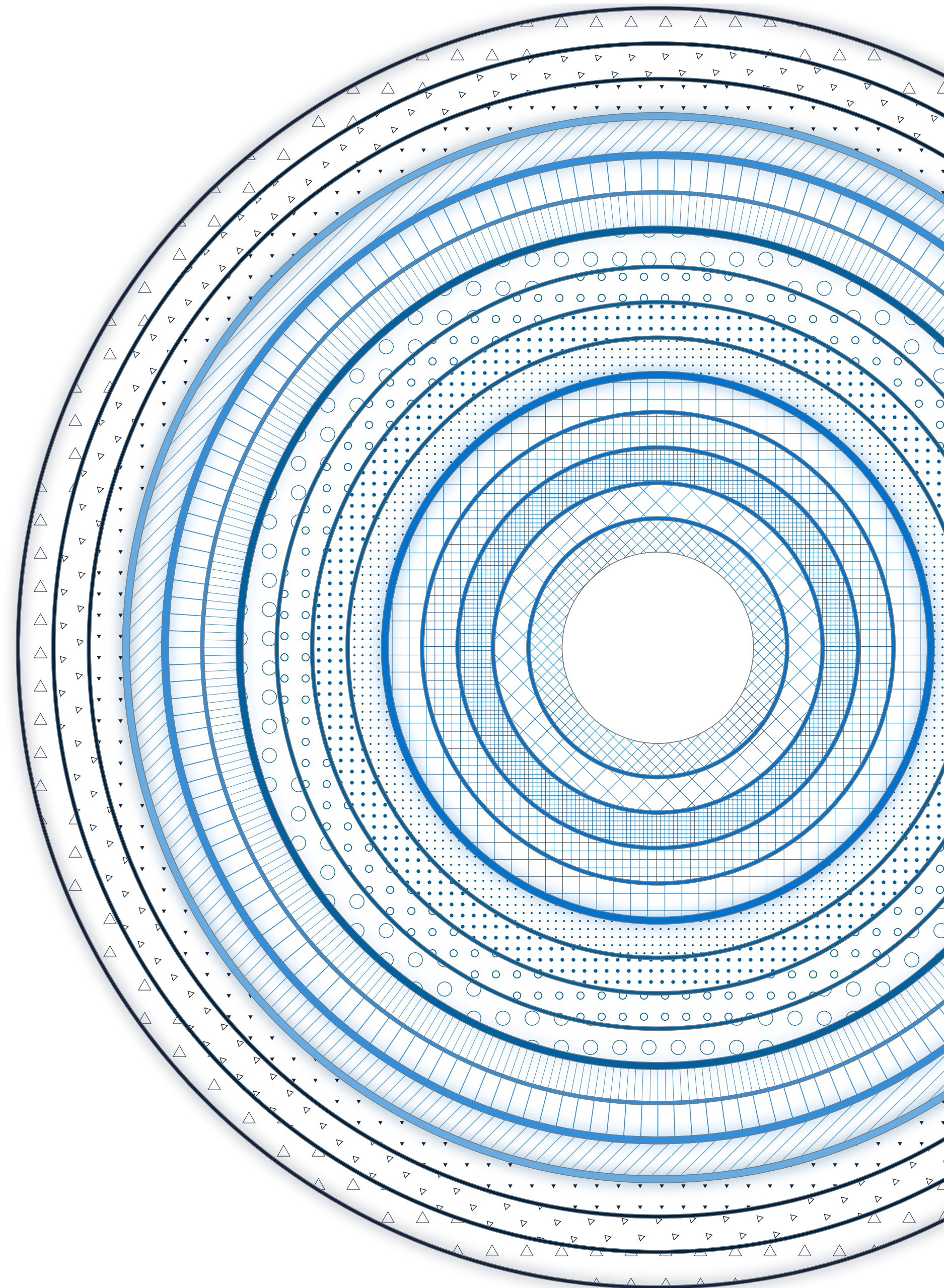
Our sustainability reporting suite

For a concise, comprehensive summary of how we're addressing all our material issues and our ESG performance data, please see our [Impact Summary Report 2022-23](#).

For a more in-depth discussion of our top material issues, you can read more about these topics in our Deep Dive Reports:

- [Our People Deep Dive Report 2022-23](#)
- [Net Zero Deep Dive Report 2022-23](#)
- [Societal Impact Deep Dive Report 2022-23](#)

We welcome feedback. If you have any suggestions or questions, please email us at responsiblebusiness@dlapiper.com.



Statement from our Managing Directors for UK and Europe

Europe has remained at the forefront this year with regards to ESG and across the continent, impressive gains have been made, including greater regulatory transparency and the ratification of several ESG policies and regulations.

For our partner firms across the Nordics, sustainability is also a pivotal focus area for both our lawyers and clients.

We've reimagined the role of our People Networks which act as strategic sounding boards to our DEI team and report to our International Diversity and Inclusion Council. Our lawyers in the UK and Europe have also been working hard to support Ukrainian refugee communities via our many pro bono initiatives. Through an online legal advice portal, we've advised more than 4,000 Ukrainians and their families in need of legal information about services in the UK and across Europe.

We've also established pro bono clinics across Europe giving advice and providing access to much needed services in host communities.



Sandra Wallace

Joint MD UK and Europe



Jan Geert Meents

Joint MD UK and Europe



Statement from our Managing Director for Asia Pacific, the Middle East and Africa

As a firm we are working towards more actively understanding the nuances and challenges of ESG issues across our regions of operation and the importance of this will only increase in the coming years. This is also an individual challenge. Nobody starts as an expert but every single lawyer in our firm needs to develop a deep command of the impact of ESG issues on clients' needs and their own area of practice. As I read through the submissions from our African, Middle Eastern, Asian and Australian practices, I am struck by how much these regions epitomise the interconnected nature of ESG issues. Whilst each practice is making its own contribution to the ESG challenges of its clients, and the social and environmental issues of their respective jurisdictions, it is the trade flows and trade-offs between different regions which make these issues as complex as they are.

It is also important to recognise that each of our markets is at a different stage on its sustainability journey. The transitions needed require significant investment in infrastructure, developments in knowledge and understanding and winning hearts and minds. DLA Piper has a unique opportunity to apply the experience and skills it has across these regions. These issues don't just sit alongside traditional areas of practice – they are challenging traditional business models in every sector and for every client.



Charles Severs

MD for Asia Pacific,
Middle East and Africa





4,124
employees and partners
based across **The Americas**

2,481
employees and partners
based in the **UK and Ireland**

2,984
employees and partners
based in **Europe**

519
employees and partners
based in **Asia**

937
employees and partners
based in our Brand
Integrated Firms*
*excluding New Zealand

298
employees based in the
Middle East and Africa

713
employees and partners
based in **Australia and
New Zealand**

DLA Piper International:
Offices in 29 countries
and 46 locations

DLA Piper US:
Offices in 4 countries
and 38 locations

● DLA Piper offices

The Americas

Statement from leadership

As a trusted firm dedicated to delivering value and quality services, DLA Piper Americas continues to lead in the areas of Pro Bono and Diversity, Equity and Inclusion (DEI), and we remain focused on expanding our efforts in these areas.

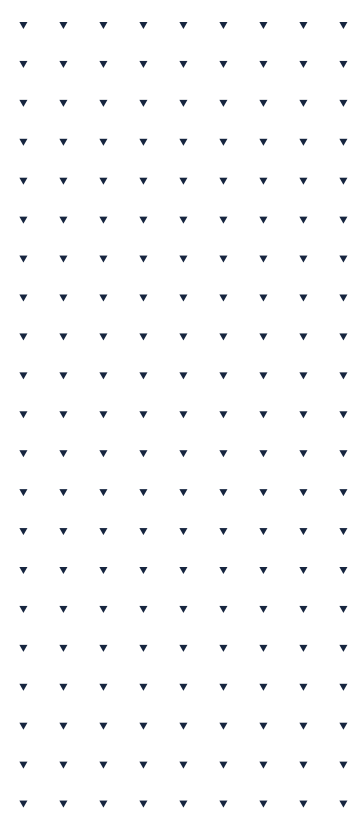
We're also continuing to strengthen our internal and external efforts to tackle significant Environmental, Social, and Governance (ESG) issues facing our clients, our firm, and our people. While we continue to provide an array of services to our clients in these critical areas, we recognise our responsibility to drive impact that matters across the entire ESG spectrum to further our global mission and that of our clients. In this regard, we're expanding our environmental sustainability commitments with regular assessment and transparent reporting through the Carbon Disclosure Project (CDP) and the annual publication of a DLA Piper US Sustainability Report. In addition, we consistently work to strengthen our Sustainability and Environmental, Social and Governance offerings, sharing insights and best practices through our multinational ESG Task Force, to effectively guide clients through their own ESG transformations.

An unwavering commitment is crucial to creating a sustainable future for all, and we're excited by the opportunities to make an even greater impact within and outside our organisation.



Richard Chesley

Managing Partner of the Americas and Co-US Managing Partner, Chicago



Our offices in the Americas



38

DLA Piper offices in the Americas



4,124

people based in our Americas offices



Our role in society

Our American offices investing in society



Over 117,000

pro bono and community engagement hours devoted in North America in 2022



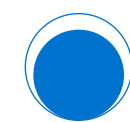
11,000+

community service hours donated in 2022



An average of 56

pro bono hours per US lawyer in 2022



85%

of DLA Piper lawyers across the Americas were involved in pro bono in 2022

*The pro bono data disclosed is only representative of our North American offices, covering Canada, the US and Mexico.

In the US, our pro bono mission is to promote access to justice in our communities and around the world by advancing gender and racial equality, advocating for children, and combating hunger. Beyond the number of hours devoted to pro bono work, we define success by the positive impact we have on our communities and around the world and the engagement and dedication of our people to pro bono. We also believe that pro bono should be integrated into everything the firm does.



Awards

We've received over 250 awards over the past 10+ years for our work in the US. Recent highlights include:

- **The Global Partnership Award** from PILnet for our work with Afghan Women Judges;
- **Pro Bono Partner of the Year** from the Los Angeles Center for Law and Justice for our work supporting survivors of domestic violence;
- **US Law Firm Pro Bono Award** from Dell; and
- **Law Firm of the Year** from Inland County Legal Services for our work with low-income entrepreneurs.

New Perimeter

In 2005, DLA Piper established a ground-breaking international pro bono initiative, New Perimeter, a nonprofit affiliate of DLA Piper. [New Perimeter](#) provides long-term pro bono legal assistance in under-served regions globally to support access to justice, social and economic development, and sound legal institutions. It aims to support women's advancement as an overarching goal. New Perimeter has been working on creative solutions to the many problems aggravated by the pandemic, from food insecurity, women's access to justice, domestic violence and delivering legal services in rural areas remotely. New Perimeter continues to advance legal education and work to build the capacity of lawyers around the world.

Helping with climate change negotiations

New Perimeter aids the government of Georgia's Ministry of Environment and Natural Resources Protection to support the country's participation in international climate change negotiations, including the Conference of the Parties under the United Nations Framework Convention on Climate Change (UNFCCC). We provide Georgia with international legal counsel as well as on-the-ground support to advise on the complex legal and treaty texts at the negotiations. More than 40 attorneys from 15 global DLA Piper offices have participated in these efforts, advising Georgia on international action against climate change. DLA Piper spent more than 800 hours on this project in 2022.

Krantz Fellowship

This year marks the 12th anniversary of the Krantz Fellowship, a unique opportunity for two first-year associates to focus their first year of practice entirely on pro bono work. The Krantz Fellowship is named after retired partner Sheldon Krantz, who has dedicated much of his career to pro bono and public service and who is known for his mentorship of younger lawyers. To learn more about the Krantz Fellowship, [watch this video](#).

Advocating for children in Mexico

DLA Piper worked closely with the NGO Mexicanos Primero to guarantee funds for after-school services after the government attempted to cut back on education spending. The favourable outcome means that nearly 30 million children will be able to remain on school grounds for up to eight hours and be provided meals which will improve living conditions and the education experience of children in the outskirts and rural parts of Mexico. To learn more, click [here](#).

Serving vulnerable immigrants

We devote thousands of hours every year to helping vulnerable immigrants and their families seeking safety in the US. We represent clients fleeing war and violence, unaccompanied children and separated families. In the past year, our lawyers have responded to the call to help with the refugee crises caused by the conflicts in Afghanistan and Ukraine. We're proud to collaborate with members of the International Association of Women Judges, as well as our global pro bono team, to help Afghan women judges around the world. You can read more about this effort [here](#). We're also helping Ukrainians apply for Temporary Protective Status in the US.

Black and Indigenous Business Law Clinic

DLA Piper Canada's Black and Indigenous Business Law Clinic provides qualifying Black and Indigenous founders with corporate and commercial legal advice. The clinic focuses on common legal issues encountered by entrepreneurs and small business owners and runs business law education seminars to help first-time business owners and aspiring entrepreneurs understand risks as they start or grow their businesses.

Our environment

ESG strategy and governance

In 2022, the Americas Energy and Climate Committee (AECC) was created to serve as the ESG governance structure to advocate and support the actions, process, and policy changes required to improve efficiency and to reduce our carbon footprint. The AECC is comprised of stakeholders from across the organisation, including leadership, ESG Task Force leads, Office of General Counsel (OGC), and the firm's administrative departments. A major focus of the AECC in 2022-23 has been conducting an ESG baseline assessment for the Americas, to understand DLA Piper's current state with regard to various ESG topics and to lay the foundation for strengthening the firm's ESG programme overall.

Greenhouse gas emissions

Following DLA Piper International's Science Based Targets initiative (SBTi) commitment and target validation, DLA Piper Americas also started to align our greenhouse gas emission reduction initiatives with a science-based target approach. We have completed baseline emissions calculations for May 2019-April 2020 as part of the firm's global carbon footprint baseline assessment, and DLA Piper US is working on an updated greenhouse gas inventory of its Scope 1, 2, and 3 emissions for 2022. The operational areas with the greatest amount of carbon emissions were identified in travel, real estate operations, and procurement. As a result, the firm has identified potential emission reduction opportunities and is actively engaged in Scope 2 and 3 Initiatives to begin to address these sources of emissions, while furthering developing its decarbonisation programme for the Americas.

Environmental education and engagement

At the DLA Piper Americas Conference in June 2022, our lawyers learned how we are operationalising ESG internally and how our own ESG performance matters to our clients. Approximately 1,500 lawyers attended the conference. In November 2022, several partners and associates from the Americas also represented the firm at the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP27). DLA Piper is the only law firm that formally represents a sovereign party in negotiations under the United Nations Framework Convention on Climate Change, and our presence at every COP since Doha in 2012 has given us unique access to and understanding of the dynamics that shape global climate policy.

Memberships and certifications

ISO 14001

DLA Piper is certified to the ISO 14001 standard globally, recognising our adherence to a robust environmental management system for our offices. In 2022, DLA Piper Chile, DLA Piper Brazil, and several offices in DLA Piper Canada successfully completed their ISO 14001 audits.

Law Firm Sustainability Network (LFSN)

DLA Piper US is a member of the LFSN, a nonprofit organisation of law firms and legal departments committed to promoting the benefits of environmental sustainability and corporate social responsibility within their firms and throughout the legal industry.

World Benchmarking Alliance (WBA)

DLA Piper was the first law firm to join the WBA. The WBA supports businesses in their commitment to the United Nations' Sustainable Development Goals (SDGs) by developing free and publicly available benchmarks to measure progress against.

United Nations Global Compact (UNGC)

DLA Piper Brazil became a signatory to the United Nations Global Compact in July 2022. The UNGC is the largest global corporate sustainability initiative and calls on its members to align their strategies and operations with Ten Universal Principles on human rights, labour, the environment, and anti-corruption.

Americas contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in the Americas, please get in touch.



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Further information

Visit the [Sustainability Reporting page](#) on our website to access all our latest reporting on our environmental and social priorities.

We welcome feedback on our reporting and performance. Please email responsiblebusiness@dlapiper.com with any comments or questions.



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Partner and Head of Responsible Business



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