

## GRI Index

This index summarises the disclosures aligned with the GRI standard made in the [DLA Piper Sustainability Report 2020/2021](#).

### ORGANISATIONAL STRATEGY

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-1: Name of Organisation	• Introduction > <b>Report scope</b>	
GRI 102: General Disclosures	102-2: Activities, brands, products and services	• Introduction > <b>Who we are</b>	
GRI 102: General Disclosures	102-3: Location of Headquarters	• Introduction > <b>Report scope</b>	Follow link to our website for <a href="#">full list of our entities</a>
GRI 102: General Disclosures	102-4: Location of operations	• Introduction > <b>Report scope</b>	Follow link to our website for <a href="#">full list of our entities</a>
GRI 102: General Disclosures	102-5: Ownership and legal form	• Leadership and governance > <b>International organisation structure</b>	
GRI 102: General Disclosures	102-6: Markets served	• Introduction > <b>Who we are</b>	

GRI 102: General Disclosures	102-7: Scale of organisation	• Introduction > <b>About us</b>	
GRI 102: General Disclosures	102-8: Information on employees and other workers	• Reporting on sustainability > Key Performance Indicators > <b>Our firm at a glance</b>	
GRI 102: General Disclosures	102-9: Supply chain	• Our suppliers > <b>Why it matters</b>	
GRI 102: General Disclosures	102-10: Significant changes to the organisation and its supply chain	• Our suppliers > What we're doing > <b>Modern Slavery training</b>	Follow link to our latest <a href="#">Slavery and Human Trafficking Statement</a>
GRI 102: General Disclosures	Disclosure 102-11: Precautionary Principle or approach	• Our environment > <b>Environmental Sustainability Policy</b>	
GRI 102: General Disclosures	102-12: External initiatives	• Reporting on sustainability > <b>External memberships, commitments and awards</b>	
GRI 102: General Disclosures	102-13: Membership of associations	• Reporting on sustainability > <b>External memberships, commitments and awards</b>	

We are not yet reporting fully in accordance with the GRI standards, but have reported on as many indicators as possible in an effort to begin aligning our reporting. In the future we plan to fully report in accordance with the GRI standards.

STRATEGY

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-14: Statement from senior decision-maker	<ul style="list-style-type: none"> <li>Introduction &gt; <b>Chair's statement</b></li> <li>Introduction &gt; <b>In conversation with Simon Levine</b></li> </ul>	
GRI 102: General Disclosures	102-15: Key impacts, risks and opportunities	<ul style="list-style-type: none"> <li>Introduction &gt; <b>Our approach to sustainability</b></li> </ul>	

ETHICS AND INTEGRITY

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-16: Values, principles, standards, and norms of behaviour	<ul style="list-style-type: none"> <li>Introduction &gt; About us &gt; <b>Our values</b></li> <li>Introduction &gt; About us &gt; <b>Acting with integrity</b></li> </ul>	
GRI 102: General Disclosures	102-17: Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>Introduction &gt; About us &gt; <b>Acting with integrity</b></li> </ul>	

GOVERNANCE

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-18: Governance structure	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-19: Delegating authority	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-20: Executive-level responsibility for economic, environmental and social topics	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-21: Consulting stakeholders on economic, environmental and social topics	<ul style="list-style-type: none"> <li>Introduction &gt; Our approach to sustainability &gt; <b>2021 Materiality Assessment</b></li> </ul>	
GRI 102: General Disclosures	102-22: Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-23: Chair of the highest governance body	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-24: Nominating and selecting the highest governance body	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-26: Roles of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> <li><b>Leadership and governance</b></li> </ul>	

## GOVERNANCE

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-27: Collective knowledge of highest governance body	<ul style="list-style-type: none"> <li>• <b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-28: Evaluating the highest governance body's performance	<ul style="list-style-type: none"> <li>• <b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-29: Identifying and managing economic, environmental and social impacts	<ul style="list-style-type: none"> <li>• Introduction &gt; Our approach to sustainability &gt; <b>2021 Materiality Assessment</b></li> <li>• <b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-30: Effectiveness of risk management process	<ul style="list-style-type: none"> <li>• <b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-31: Review of economic, environmental and social topics	<ul style="list-style-type: none"> <li>• Introduction &gt; Our approach to sustainability &gt; <b>2021 Materiality Assessment</b></li> <li>• <b>Leadership and governance</b></li> </ul>	
GRI 102: General Disclosures	102-32: Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>• Introduction &gt; <b>About this report</b></li> </ul>	
GRI 102: General Disclosures	102-33: Communicating critical concerns	<ul style="list-style-type: none"> <li>• About Us &gt; Acting with integrity &gt; <b>Raising concerns</b></li> </ul>	

## STAKEHOLDER ENGAGEMENT

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-40: List of stakeholder groups	<ul style="list-style-type: none"> <li>• Introduction &gt; <b>About this report</b></li> </ul>	
GRI 102: General Disclosures	102-42: Identifying and selecting stakeholders	<ul style="list-style-type: none"> <li>• Introduction &gt; Our approach to sustainability &gt; <b>2021 Materiality Assessment</b></li> </ul>	
GRI 102: General Disclosures	102-43: Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• Introduction &gt; Our approach to sustainability &gt; <b>Our S&amp;ESG strategy and material issues</b></li> <li>• Introduction &gt; Our approach to sustainability &gt; <b>2021 Materiality Assessment</b></li> </ul>	

REPORTING PRACTICES

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 102: General Disclosures	102-46: Defining report content and topic Boundaries	• Introduction > <b>Report scope</b>	
GRI 102: General Disclosures	102-47: List of material topics	• Introduction > Our approach to sustainability > <b>DLA Piper’s key S&amp;ESG issues</b>	
GRI 102: General Disclosures	102-48: Restatements of information	• Reporting on sustainability > Key Performance Indicators > <b>Evolving our reporting approach</b>	
GRI 102: General Disclosures	102-49: Changes in reporting	• Introduction > <b>About this report</b>	
GRI 102: General Disclosures	102-50: Reporting period	• Introduction > <b>About this report</b>	

GRI 102: General Disclosures	102-51: Date of most recent report	• Introduction > <b>About this report</b>	
GRI 102: General Disclosures	102-52: Reporting cycle	• Introduction > <b>About this report</b>	
GRI 102: General Disclosures	102-53: Contact point for questions regarding the report	• Introduction > <b>About this report</b>	
GRI 102: General Disclosures	102-54: Claims of reporting in accordance with the GRI Standards	• Introduction > <b>About this report</b>	Note: We are not yet fully aligned with GRI Standards. This report is a step towards full alignment, which we anticipate achieving next reporting cycle.
GRI 102: General Disclosures	102-55: GRI content index	• Reporting on sustainability > <b>GRI Index</b>	
GRI 102: General Disclosures	102-56: External assurance	• Introduction > <b>Assurance and basis of preparation</b>	

MANAGEMENT APPROACH

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 103: Management Approach	103-1: Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> <li>• Introduction &gt; Our approach to sustainability &gt; <b>DLA Piper's key S&amp;ESG issues</b></li> <li>• Introduction &gt; Our approach to sustainability &gt; <b>2021 Materiality Assessment</b></li> </ul>	<p>Our materiality assessment is ongoing at the time of this report, therefore this report is organised around our key S&amp;ESG issues.</p> <p>In the next reporting cycle we will update our reporting approach to one based on the results of our completed materiality assessment.</p>
GRI 103: Management Approach	103-2: The management approach and its components	<ul style="list-style-type: none"> <li>• Our people &gt; <b>Diversity and inclusion</b></li> <li>• Our people &gt; <b>Health, safety and wellbeing</b></li> <li>• Our people &gt; <b>Learning and development</b></li> <li>• Our people &gt; <b>Employee engagement</b></li> <li>• <b>Our clients</b></li> <li>• <b>Our suppliers</b></li> <li>• <b>Our society</b></li> <li>• <b>Our environment</b></li> </ul>	

ECONOMIC PERFORMANCE

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 201: Economic Performance	201-2: Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>• Introduction &gt; <b>Our approach to sustainability</b></li> <li>• Our clients &gt; <b>Being a credible sustainability partner</b></li> <li>• Our environment &gt; <b>Understanding our climate risks</b></li> </ul>	

ANTI-CORRUPTION

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 205: Anti Corruption	205-2: Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• Introduction &gt; About us &gt; <b>Acting with integrity</b></li> </ul>	

TAX

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 207: Tax	207-1: Approach to tax	• Introduction > About us > <b>Acting with integrity</b>	
GRI 207: Tax	207-2: Tax governance, control, and risk management	• Introduction > About us > <b>Acting with integrity</b>	Follow link to <a href="#">view our tax strategy</a>

ENERGY

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 302: Energy	302-1: Energy consumption within the organization	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Energy</b>	
GRI 302: Energy	302-3: Energy intensity	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Energy</b>	
GRI 302: Energy	302-4: Reduction of energy consumption	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Energy</b>	

EMISSIONS

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 305: Emissions	305-1: Direct (Scope 1) GHG emissions	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Carbon emissions</b>	
GRI 305: Emissions	305-2: Energy indirect (Scope 2) GHG emissions	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Carbon emissions</b>	
GRI 305: Emissions	305-3: Other indirect (Scope 3) GHG emissions	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Carbon emissions</b>	
GRI 305: Emissions	305-4: GHG emissions intensity	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Carbon emissions</b>	
GRI 305: Emissions	305-5: Reduction of GHG emissions	• Reporting on sustainability > Key Performance Indicators > Environment > <b>Carbon emissions</b>	

**WASTE**

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 306: Waste	306-1: Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>Our environment &gt; <b>What we're doing: other impacts</b></li> </ul>	
GRI 306: Waste	306-2: Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>Our environment &gt; <b>What we're doing: other impacts</b></li> </ul>	
GRI 306: Waste	306-3: Waste generated	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; Environment &gt; <b>Waste</b></li> </ul>	
GRI 306: Waste	306-4: Waste diverted from disposal	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; Environment &gt; <b>Waste</b></li> </ul>	
GRI 306: Waste	306-5: Waste directed to disposal	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; Environment &gt; <b>Waste</b></li> </ul>	

**ENVIRONMENTAL COMPLIANCE**

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 307: Environmental Compliance	307-1: Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; Environment &gt; <b>Environmental management</b></li> </ul>	

**EMPLOYMENT**

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 401: Employment	401-1: New employee hires	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; <b>Our firm at a glance</b></li> </ul>	

**OCCUPATIONAL HEALTH AND SAFETY**

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 403: Occupational Health and Safety	403-8: Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; <b>Occupational health &amp; safety</b></li> </ul>	
GRI 403: Occupational Health and Safety	403-9: Work-related injuries	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; <b>Occupational health &amp; safety</b></li> </ul>	
GRI 403: Occupational Health and Safety	403-10: Work-related ill health	<ul style="list-style-type: none"> <li>Reporting on sustainability &gt; Key Performance Indicators &gt; <b>Occupational health &amp; safety</b></li> </ul>	

## TRAINING AND EDUCATION

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 404: Training and Education	404-2: Programs for upgrading employee skills and transition assistance programs	• Our people > <b>Learning and development</b>	

## DIVERSITY AND EQUAL OPPORTUNITY

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 405: Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees	• Reporting on sustainability > Key Performance Indicators > <b>Our firm</b>	

## HUMAN RIGHTS

GRI STANDARD	DISCLOSURE	LOCATION	ADDITIONAL INFORMATION AND OMISSIONS
GRI 412: Human Rights Assessment	412-2: Employee training on human rights policies or procedures	• Our suppliers > <b>Modern Slavery training</b>	