

DLA PIPER INTERNATIONAL

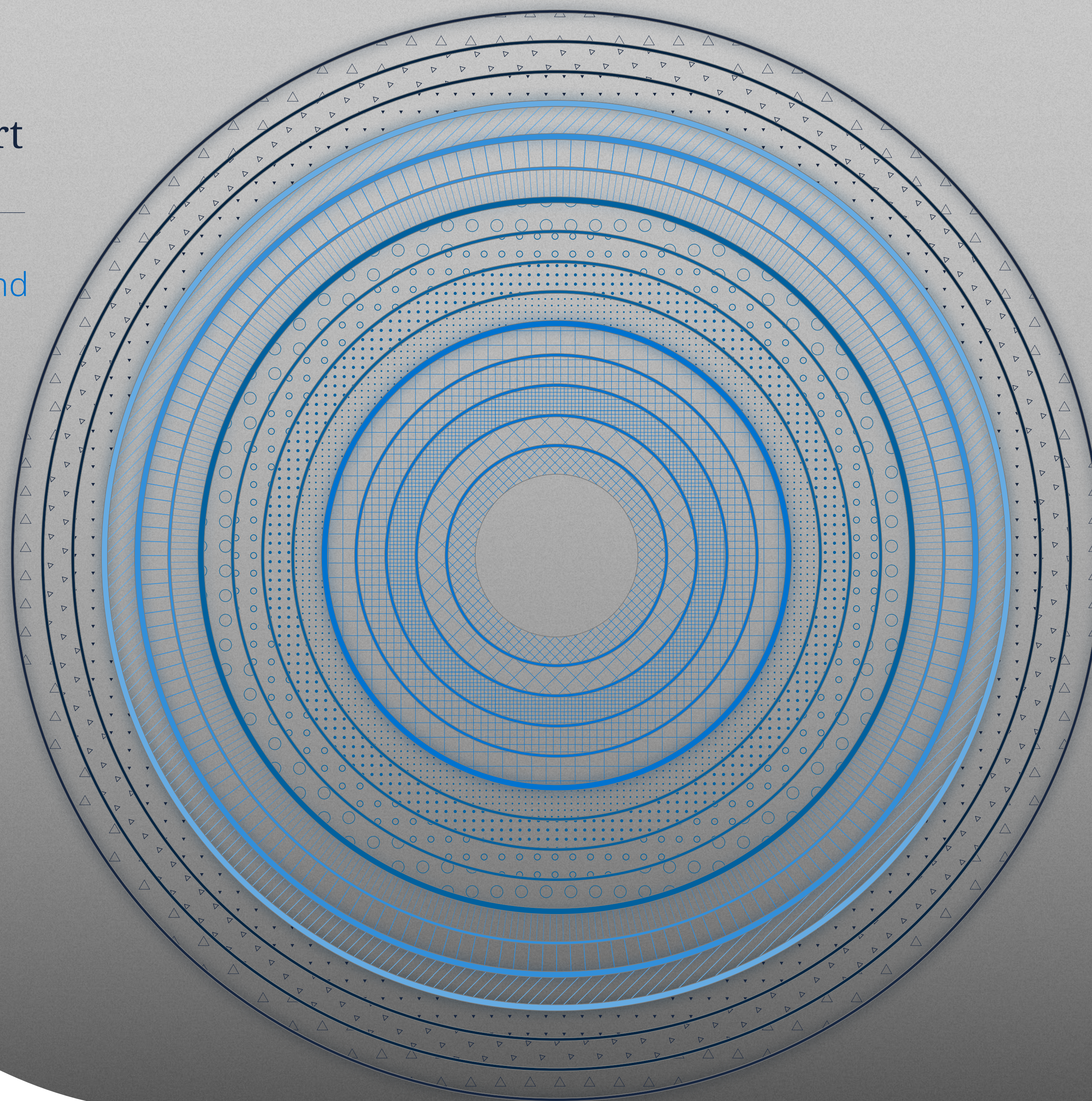
Sustainability Report

2022/2023

Regional Highlights

Australia and New Zealand

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:



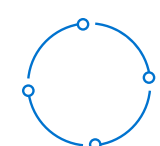
Be supportive

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



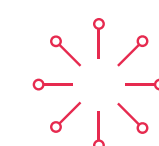
Be bold

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.

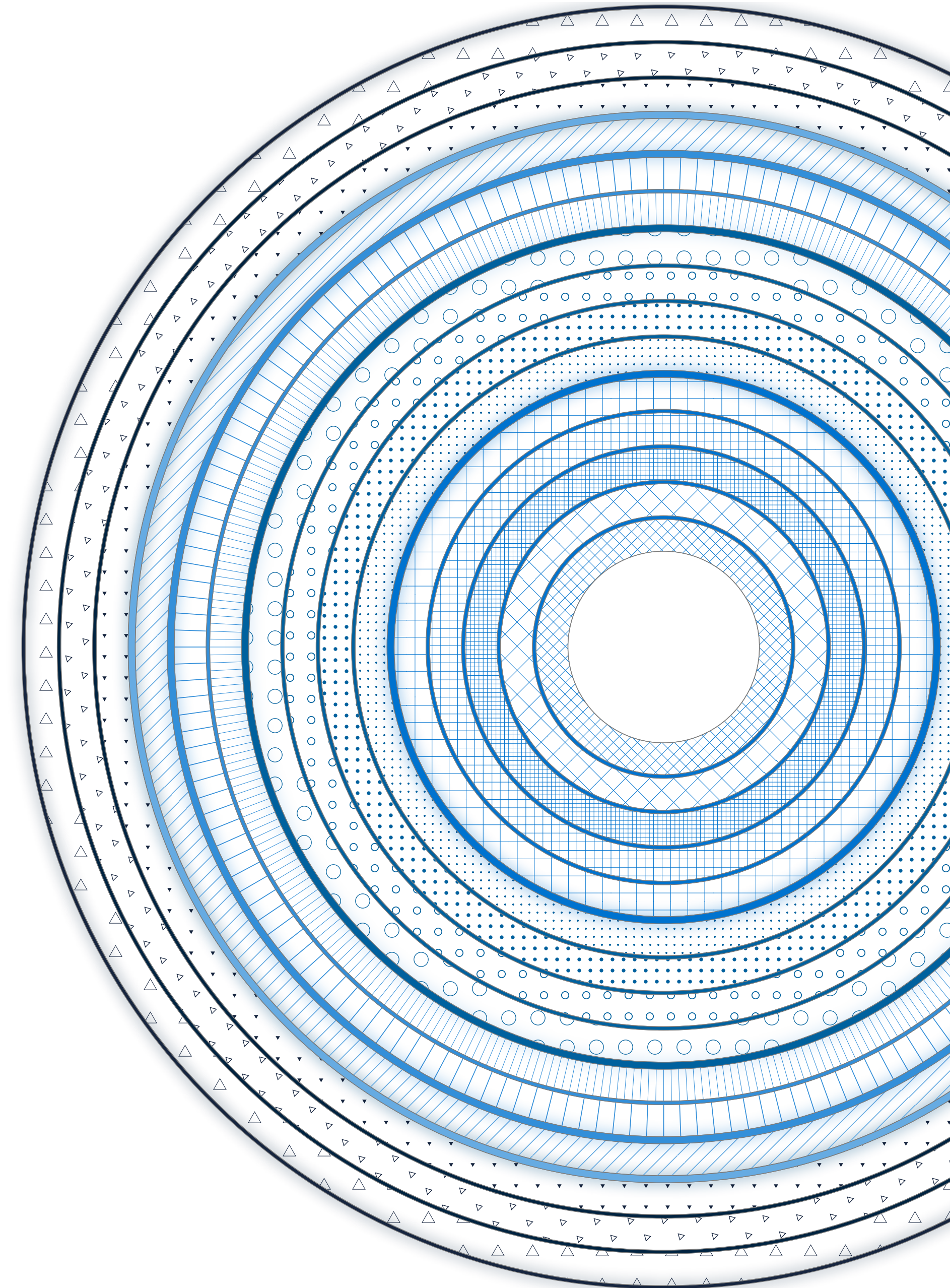
Our sustainability reporting suite

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

Australia and New Zealand

Statement from leadership

In recent months, the Australian government has significantly accelerated its response to the environmental and social challenges we face. But there's much left to do, and we're at a critical inflection point.

The impact of climate change in Australia is an urgent priority, as is the importance and complexity of the energy transition given the strong natural resources sector and the vast size of the country. Australia ranks second after the US as having the most climate change litigation in the world, and we expect clients will need more support in proactively managing the risk of climate related litigation in the future.

Social issues are equally challenging, including Reconciliation with Aboriginal and Torres Strait Islander Peoples and navigating pathways to Constitutional Recognition. There's also an acute focus on workplace conduct and behaviour in Australian organisations through the introduction of Respect@Work legislation that seeks to combat sexual harassment and bullying. From a governance perspective, there have been parliamentary inquiries in recent years into important topics like ethical conduct in the banking sector, conditions in aged care and scrutiny of the gambling industry as well as workplace culture within federal parliament.

As the global law firm that's making business better in Australia, we've done a vast amount of client work across the ESG spectrum over the past year. Whether that's working with clients to address greenwashing risks or developing climate litigation mitigation strategies, working on modern slavery reviews and compliance programmes, or conducting large-scale sustainable supply chain projects. We're committed to supporting our clients in their transition to net zero and to establish robust and transparent environmental and social governance mechanisms.

Through the work we've been doing, we're seeing our clients take a much longer-term view and commitment to their investment in ESG programmes to achieve their ambitious goals and the level of transformation required. This includes an increased focus on embedding new practices within organisations to underpin the change.

We're fortunate to have the benefit of working with our Business Advisory team of management consultants to enhance our offering and support to clients with a wider range of services, particularly on ESG related issues and M&A strategy and post-transaction implementation.

For a large majority of our clients, reducing Scope 3 emissions is increasingly as important as Scopes 1 and 2, resulting in businesses more proactively engaging with transition discussions across value chains.

Looking ahead, we see collaboration across the private sector, and with the public sector, as being critical. We will continue to connect the best people and ideas to spark bold progress and foster open innovation.



Amber Matthews
Country Managing Partner, Australia

Our offices in Australia



4

DLA Piper offices in Australia



596

employees and partners are based in our Australia offices



Statement from leadership

DLA Piper is the first global business law firm to have a presence in New Zealand. The legal market remains dominated by national firms. Our focus is on providing clients with global insights, through a New Zealand lens. We're helping clients succeed by providing innovative, commercially astute advice across every major sector and specialist practice. Against a fast changing legal, political and business backdrop, ESG advice has become an essential part of our offering.

Recent severe weather events have again brought climate change to be front of mind. Climate change continues to be a priority in New Zealand as we are working towards being the first country in the world with 100 per cent renewable electricity. One of the world's largest investment companies, BlackRock, has recently announced it will establish a NZ\$2 billion climate infrastructure fund to support this. As a result, we expect green energy options such as solar, wind, green hydrogen and battery storage options to accelerate. A number of our largest clients invest and operate in this sector, and we are regarded as leading legal advisers in the field, particularly for our work on solar developments. In 2022 we worked on a transaction which saw the first Corporate Power Purchase Agreement signed in New Zealand.

We are seeing increased regulatory attention on greenwashing as organisations feel the pressure of selling their social licence to operate. Climate litigation in New Zealand is also evolving from challenges to government decision-making to actions against private companies for misleading conduct or alleging a novel duty of care on heavy emitters to reduce their emissions. The Smith v Fonterra proceeding could break new ground for common law jurisdictions around the world.

1 Te Reo Māori – the Māori language.

2 Tangata whenua – a Māori term that translates as “people of the land.” It’s used to describe Māori as the original inhabitants of Aotearoa (New Zealand), though can also be used to describe a specific group of Māori with historical and ancestral claims to a particular area.

The Government has passed legislation making climate-related disclosures mandatory for certain large financial market participants. The requirement applies to large publicly listed companies, insurers, banks, credit unions, building societies, and investment managers. New Zealand is the first country in the world to introduce mandatory climate-related reporting of this nature.

We are expecting to see legislation passed on modern slavery in the near future requiring transparency in our supply chains. We welcome the changes which will mandate slavery risk reporting through a modern slavery register. We do not have details on the reporting requirements of the legislation but expect to see elements of the both the UK and Australian approaches.

From a social sustainability perspective, cultural recognition of tangata whenua¹ is another important consideration for New Zealand businesses. The use of te reo Māori² continues to grow with a number of firms, DLA Piper included, offering te reo lessons and cultural competency training.

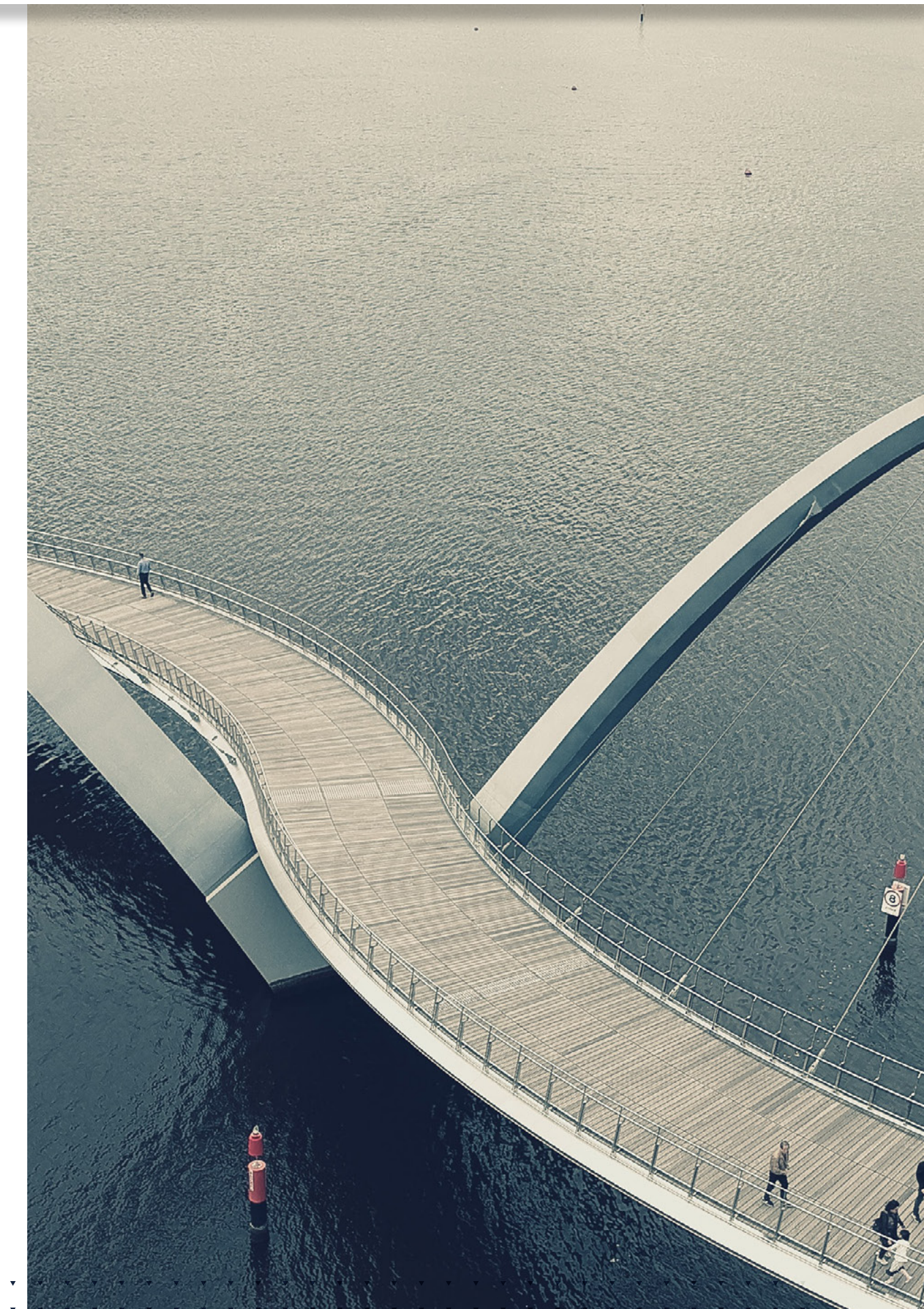
We're deeply committed to diversity and inclusion initiatives and are constantly reviewing and monitoring our programmes. Some key initiatives have been our market leading parental leave policy, gender transitioning policy and our ongoing LGBT+ training. With our parental leave policy in place, our first male primary caregiver in a heterosexual relationship is taking parental leave this year. It is pleasing to see the Government is proposing to update existing legalisation so that discrimination on the grounds of gender identity and variation of sex characteristics will be prohibited.

The extension of our Head Start programme to Wellington in 2022 has been a particular highlight. We welcomed two new students to the multi-year programme which aims to improve social mobility and break down barriers faced by underrepresented groups when entering the legal profession. Additionally, we are the leading firm in terms of pro bono participation in New Zealand and our high participation rates are effecting real change. For example, 2022 saw the reunification of two refugee families.

Looking to the future, we will have a strong focus on implementation of the firm's commitments to reduce emissions in our supply chain and building our sustainability capabilities. We are members of the New Zealand Sustainable Business Council and have committed to providing a Sustainability Report this year. We will also be focusing on further extending our ESG business advisory offering to clients.



Laura Scampion
Country Managing Partner, New Zealand



Our offices in New Zealand



2
DLA Piper offices in New Zealand



117
employees and partners are based in our New Zealand offices

Our people

Diversity in our Australian offices in 2022-23



“As a member and Portfolio Manager of DWL it’s been rewarding being able to see the impacts of DLA Piper’s sponsorship first-hand when planning DWL’s 2023 events. And the leaders value and champion diversity (big thanks to Carmen Elder and Amber Matthews for their continued support), but it’s also great to see how this has led to broader and interesting conversations related to diversity in other DLA Piper networks, including the LAW Committee and exploring the potential for an Australian Mosaic Chapter.”

Halima Ansari
Solicitor, Sydney

BUILDING AN INCLUSIVE CULTURE

Australia

We introduced our “Building an Inclusive Culture” e-learning module, which highlights concepts from bias to insider/outsider dynamics and the part we all play in creating an inclusive environment for everyone. We also launched a range of eLearning modules on our internal learning platform relating to health, neurodiversity, abilities, gender identity, pronouns, diversity for leaders and emotional intelligence to name a few. We continue to offer Indigenous Cultural Learning, developed by ANZ, provided to us as part of their RAP commitment, which provides a greater understanding of Aboriginal and Torres Strait Islander history, the impacts of colonisation and cultural protocols.

CHAMPIONING DIVERSITY THROUGH POLICIES

Australia

We refreshed our parental leave policy, pregnancy loss policy and compassionate leave policy in Australia. All these policies are now inclusive and do not differentiate between birthing and/or non-birthing parents. We also understand that families come about in many ways so we have included surrogacy, kinship care, foster care and adoption to these policies.

We also recently introduced a Gender Affirmation Policy and Guidelines. This signifies our ongoing commitment to respecting the diversity of all our people and ensuring that all individuals can live and work as their genuine selves. Our policy is built upon the principles of respect, dignity, and equality, seeking to support and protect the rights and wellbeing of individuals with a trans or gender diverse experience.

Our Gender Affirmation Policy includes support in the form of:

- Up to 52 weeks of unpaid leave which includes up to 6 weeks of special paid leave for the purpose of affirming their gender.
- Financial support up to an approved amount for expenses related to affirming their gender.
- One on one coaching and mentoring for people who are affirming their gender who feel like they may need extra support.

DIVERSE WOMEN IN LAW

Australia

In 2023, DLA Piper became a silver sponsor for Diverse Women in Law (DWL). DWL is a nonprofit organisation with the aim of supporting and empowering women from diverse backgrounds through all stages of their legal studies and career. As part of the sponsorship, DLA Piper will continue to be involved with the events and initiatives put forward by DWL in 2023, including helping to facilitate written applications workshops and hosting a commercial law recruitment round table and DWL’s 2023 Court Observation and Barrister Shadowing Programmes.

Gender pay gap in our Australian offices

In Australia we have long been committed to gender equality in the workplace.

The Workplace Gender Equality Agency (WGEA, a government agency) publish an annual report on the gender pay gap from a census of all Australian employers with 100 or more employees. This data includes base salary, overtime, bonuses and additional payments as well as the annualised full time equivalent salaries of casual and part time workers.

The 2023 report showed the national gender pay gap for total remuneration across all sectors in Australia based on the census data, was 22.8%. Over the past few years, the firm’s pay gap has been reducing and is currently at 14.4%, which is lower than the national average. When compared on a like for like role basis, our gender pay gap is negligible at less than 1.5%. The firm remains committed to achieving pay equity and working towards reducing the gender pay gap through balanced hiring of genders across the firm.

Over the next 12 months, we will be submitting our application in the Australian Workplace Equality Index for LGBT+ inclusion, where we currently hold a silver citation, and WGEA’s Employer of Choice for Gender Equality, which we have been awarded consistently over the past 10 years.



IRIS WORLDPRIDE SUMMIT

Australia

In February 2023, Iris – DLA Piper’s LGBT+ people network – hosted a hybrid global two-day summit for all Iris members, colleagues, and several DLA Piper clients at the Sydney office and virtually. The timing of the summit coincided with WorldPride, which for the very first time, was hosted in the Asia Pacific region. The Summit recognised and celebrated the strength of our international Iris Network and DLA Piper’s continuing commitment to LGBT+ inclusion. The agenda included storytelling sessions, panel events, training sessions, a client networking event and interactive workshops.

As part of Sydney WorldPride 2023, DLA Piper also sponsored Out Leadership’s CEO Dinner in March, bringing together 45 CEOs from leading businesses. The event aimed to use our collective influence and responsibility as business leaders to advance and promote LGBT+ inclusion in the workplace.

OUR RECONCILIATION JOURNEY

Australia

We’ll be launching our fourth Reconciliation Action Plan (RAP) in 2023. This plan will continue to drive the firm’s commitment to reconciliation and support of the Uluru Statement from the Heart. Key focus areas within the RAP will be holistic support to Indigenous clients through commercial or pro bono work, continued education of DLA Piper staff, strategic procurement and supporting early careers in a corporate environment.

We’re working with Two Point Co., a 100% Indigenous owned consultancy, to help us shape our next RAP to ensure we’re continuously progressing and challenging ourselves to think and act in a transformative way and with equity and justice in mind.

SUPPORTING FIRST NATIONS LEADERS

Australia

We continued our partnership with the National Aboriginal Sporting Chance Academy (NASCA) and in May 2023 we hosted 17 NASCA students at our Sydney office as part of NASCA’s CareerFit programme. The students were from various locations across New South Wales and spent the week in Sydney learning about different pathways and opportunities available to them once they have completed high school.

Two sessions were led and facilitated by DLA Piper, a session on employment rights to provide the students with information and resources on what to expect when they get their first job and an activity with the students that saw them each applying for a job as the Minister for Justice in their community. Following the two sessions NASCA also held a cultural training session for their corporate partners which detailed the importance of culturally safe employment opportunities.

ENHANCED DEI COMMITMENTS

New Zealand

In 2022 we redefined our DEI Committees to increase impact through concentrated effort and alignment with our ESG focus areas. A Responsible Business Committee oversees sub-committees who drive a range of initiatives to foster an inclusive workplace. Some initiatives implemented in 2022 include:

- **LAW** – an International Women’s Day panel event with Judge Frances Eivers, NZ Children’s Commissioner and tāngata whenua judge.
- **Iris** – Rainbow Tick Education and Allyship Workshops, Pride Month Quiz Night and attendance at Pride events.
- **Mosaic** – Maori competency training for all Partners with Mathers Consulting, and firm wide lessons to learn a karakia mō te kai for Te Wiki o te Reo Māori.
- **Thrive** – A month long Move-ember competition to promote physical wellbeing in which we earned points for completing any form of physical activity tracked through the Strava app.



AUD19,800

was spent by us between 2022 and 2023 on Indigenous owned businesses



Our role in society

SUPPORTING LEGAL EDUCATION IN VANUATU AND FIJI

New Zealand

After being virtual due to the pandemic, our legal education and practical skills courses with the University of South Pacific are returning to being taught in person and sessions will take place twice a year at both the Fiji and Vanuatu campuses.

Westpac New Zealand and Suncorp in-house teams joined us in our legal education and practical skills course taught to law students at the Fiji and Vanuatu campuses of the University of South Pacific. The course is taught over a week and covers key concepts like access to justice, recognising vulnerable clients and pro bono, while developing practical skills such as how to interview clients and draft correspondence.

ADVANCING OUR LOCAL PRO BONO FOOTPRINT

New Zealand

92% of the New Zealand firm are actively involved in pro bono work, at an average of 37 hours per lawyer per year. This is well above the New Zealand average of 20.4 hours reported in the Thomson Reuters' Pro Bono Trust Index 2022, which ranked DLA Piper as the highest pro bono contributor when compared to local law firms. We work with several pro bono clients such as the Refugee and Immigration Legal Advice Service, Starship Foundation, UNICEF, and The Prince's Trust NZ. In 2023, as part of an initiative led by the firm's Country Managing Partner, we are looking forward to working on improving access to justice in New Zealand by collaborating with other law firms to develop coordinated pro bono infrastructure.

PARTNERSHIPS TO SUPPORT DISPLACED COMMUNITIES

Australia

We provide our key pro bono client, Refugee Legal, with support via several secondments and via our volunteer lawyers taking part in weekly clinics. Our ongoing support primarily goes to clinics dealing with domestic and family violence and those fleeing or relocating family from Afghanistan.

Following the Taliban takeover of Afghanistan in August 2021, DLA Piper was asked to assist several high-profile, professional women who had worked with the former government. In February 2022, we partnered with Refugee Legal to help this cohort to prepare and lodge humanitarian visa applications. In total, 40 volunteer lawyers from across our Australia, New Zealand and Singapore offices helped 22 families (130 people in total) to lodge humanitarian visa applications – the first time we've embarked on such a programme. Due to our pro bono assistance, these Afghan families will now have a chance to get a visa to Australia, providing them with safety and an opportunity to have a secure future.

WALLUMATTA LEGAL: INCREASING ACCESS TO JUSTICE

Australia

[Wallumatta Legal](#) is a low-fee nonprofit family law firm established through a partnership between DLA Piper and Macquarie University. Wallumatta Legal has now completed its first 12 months of supporting clients, and DLA Piper has supported the firm during its pilot phase. With a focus on improving access to justice for the 'missing middle' and advocacy in this space, Wallumatta Legal provides support to those who do not qualify for Legal Aid but are unable to access the services of private family law practices. For more about Wallumatta Legal, please see our [Societal Impact Deep Dive Report 2022-23](#).

Expanding our Head Start Programme, New Zealand

We partnered with The Prince's Trust Aotearoa New Zealand in 2020 to launch the DLA Piper New Zealand Head Start programme in Auckland. The programme supports talented young people who face barriers to enter the legal profession, offering internships, mentoring, career guidance and networking opportunities over five years. In 2022 we extended the programme to Wellington and are now supporting four Pasifika female students through law school.



41

students took part in our Vanuatu Legal Skills Course



2

clients participated in 3 sessions

THE GLOBAL PRO BONO HUB

Australia

In 2023, DLA Piper partnered with the Australian Pro Bono Centre to launch the world’s first international online portal for the pro bono community. The Global Pro Bono Hub advocates for best practice, facilitates knowledge exchange, highlights innovation and enables the sharing of valuable tools and guidance within the global pro bono sector. Developed with support from law firms Herbert Smith Freehills and Ashurst, the Hub promotes the rule of law and supports access to justice around the world.

The pro bono community plays a critical role in advancing social justice. As a single pathway to pro bono resources, news, upcoming events and job opportunities, the Hub aims to inspire communication, leadership, collaboration and growth across the global pro bono sector. At the time of launch, the Hub is linking to over 400 resources, recent news items, a range of upcoming pro bono events and current job opportunities. It will be updated regularly by DLA Piper and the Australian Pro Bono Centre through submissions received from across the sector.

PERTH GLORY WOMEN’S TEAM SPONSORSHIP

Australia

DLA Piper’s Perth office has committed to sponsoring Perth Glory’s women’s team (The Glory Girls) for three years. Perth Glory is the main soccer team in Perth. This sponsorship allows us to promote our approach to DEI and aligns with our values.

Jo Steer, Special Counsel Finance Projects and Restructuring, has been an integral architect to this sponsorship and in championing the importance of women’s sports, not only for women but also for the LGBT+ community.


We’re excited about further building our relationship with the Perth Glory Girls with the aim of using our sponsorship to expose the Glory Girls to opportunities beyond what is usually seen in regular sponsor collaborations. During this second year of sponsorship, we’ll be holding training sessions for the Glory Girls that align with our expertise as a law firm, with workshops on reading contracts and public speaking.

“Partnering with Perth Glory is a holistic fit for DLA Piper, one that aligns with our values and our culture of diversity, equity and inclusion. It’s also a tangible way we can connect with the local Perth community and support women’s participation in sport and help encourage equity for women at an elite sporting level.”

Amber Matthews
Country Managing Partner, Sydney

Our Australia and New Zealand offices investing in society

 **68** hours on average of pro bono worked by our Australian colleagues

 **16,840** hours of pro bono completed by our lawyers in Australia and New Zealand

 **37** hours on average of pro bono worked by our New Zealand colleagues

 **7** Head Start scholars supported in Australia and New Zealand

“Over the past two decades I’ve witnessed huge growth in pro bono participation and pro bono hours in virtually every region around the world. But at the same time, we’ve witnessed a growing access to justice crisis and a deterioration of the rule of law in some regions.

The Global Pro Bono Hub is an essential resource for lawyers, law firms, clearinghouses, front line service providers, law centres and in-house legal teams as they strive to professionalise and scale pro bono; to innovate and evolve; and to improve the effectiveness and impact of pro bono work.”

Nicolas Patrick
Partner and Head of Responsible Business, Sydney



Our environment

SUSTAINABLE WORKPLACE PRACTICES

Australia

In Melbourne we've started an air purification unit trial, with three of our client floor meeting rooms and the staff café being fitted with these new units.

The units consist of an enclosed system to seal trapped pollutants. They have medical grade filters and a non-toxic antimicrobial coating to kill trapped viruses and bacteria. We can also collect and monitor air quality data through their smart air quality sensors which detect live changes in air quality and adjust as needed to deliver clean air.

GREENPOWER BUYERS GROUP

Australia

In January 2023, we joined the GreenPower Buyers Group. The Buyers Group was initiated through our facilities management company to overcome the challenge of sourcing renewable electricity for tenants of office buildings. We've come together with other businesses that share our Brisbane and Perth premises to collectively purchase renewable energy for the premises and we're sourcing a 50% blend of green energy for our Brisbane and Perth offices.

GreenPower is an independent government accreditation scheme and is recognised as the most highly regarded standard for off-site renewables in Australia. The programme is governed by the National GreenPower Steering Group. All GreenPower products guarantee that the selected proportion of electricity we use is sourced from accredited Australian renewable energy providers.

ASSESSING OUR BIODIVERSITY IMPACTS

Australia

In 2023, we began an assessment of all our office locations internationally against the Key Biodiversity Area database. We found out that our Perth office sits within a KBA. As a next step, we're learning more about the details of this KBA and how we could support the biodiversity in the area as a tenant.

ENABLING SUSTAINABLE TRAVEL FOR EMPLOYEES

New Zealand

In our New Zealand offices, we've continued with our thoughtful travel approach, attending out of region events and meetings only for business-critical matters and for court attendance. We buy carbon credits for all flights with our national carrier and donate to the Trees that Count programme, which plants trees for each flight we take. In an effort to encourage staff to use public transport for their commute, we don't offer car parking. We also have excellent end of journey facilities for those who bike to work or come in on foot.

CLIMATE CLAUSE BANK

New Zealand

Along with some of New Zealand's leading national and regional law firms, we contributed to the New Zealand Climate Clause Bank. The Clause Bank is a free resource that can help businesses make small climate-friendly changes that, across the economy, can have a big impact on emissions reductions. The New Zealand Climate Clause Bank builds on the work of The Chancery Lane Project, a global collective of lawyers based in the UK, using contracts to help deliver climate solutions.

OUR ENVIRONMENTAL PERFORMANCE IN AUSTRALIA AND NEW ZEALAND

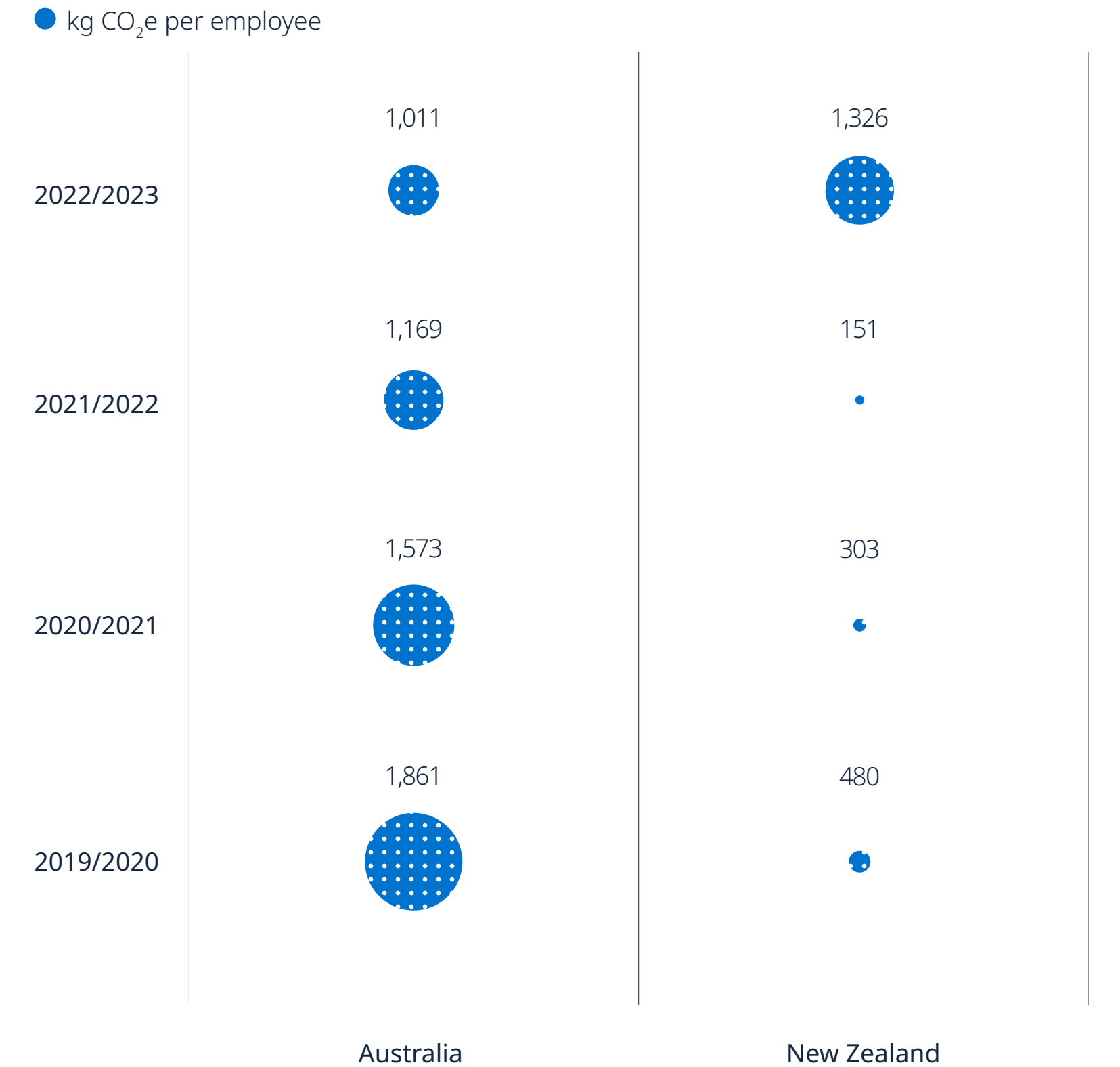
Our Australia and New Zealand offices are working towards the firm's target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

USING LESS ENERGY PER PERSON

Our Australia and New Zealand offices have reduced the emissions per person associated with their energy use by 15% on average.

See the chart to the right for a country-level breakdown of energy use-related emissions per person in our Australia and New Zealand offices.

Australia and New Zealand scope 1 and 2 emissions per person



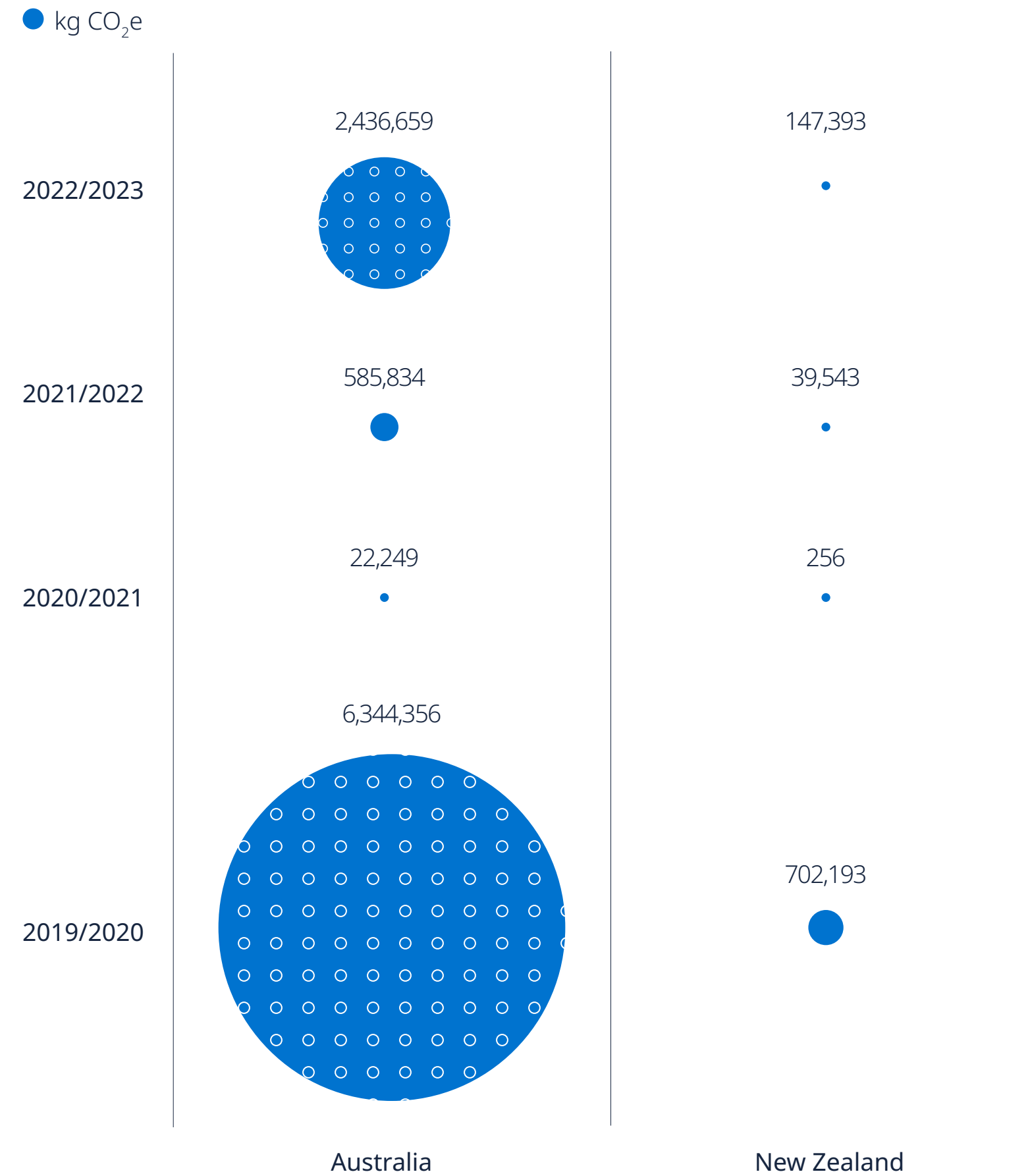


REDUCING BUSINESS TRAVEL EMISSIONS

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However over the last two years our business travel-related emissions across the firm, and in Australia and New Zealand, have been rising back towards pre-pandemic levels. In 2022/23 our travel-related emissions in Australia rose to 37% of pre-pandemic levels. See the chart to the right for a country-level breakdown of our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive Report 2022-23](#).

Australia and New Zealand business travel emissions



Australia and New Zealand contacts

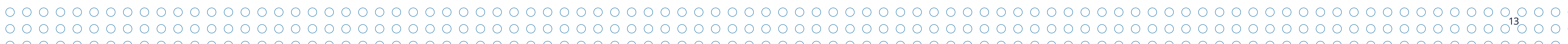
If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in Australia and New Zealand, please get in touch.



Natalie Caton
 Partner, Litigation & Regulatory, Australia
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Laura Scampion
 Office Managing Partner, New Zealand
laura.scampion@dlapiper.com



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.



Jean-Pierre Douglas-Henry
Partner and Managing Director – Sustainability and Resilience



Nicolas Patrick
Partner and Head of Responsible Business



Ian Hagg
Director of Responsible Business



Claire Donse
Partner and International Head of Pro Bono



Natalya Lozovaya
Senior Sustainability and ESG Manager



Mariam Sheikh
Senior Sustainability and ESG Analyst

