

DLA PIPER INTERNATIONAL

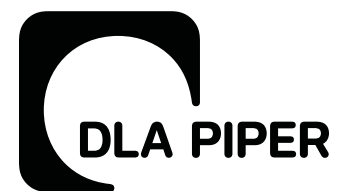
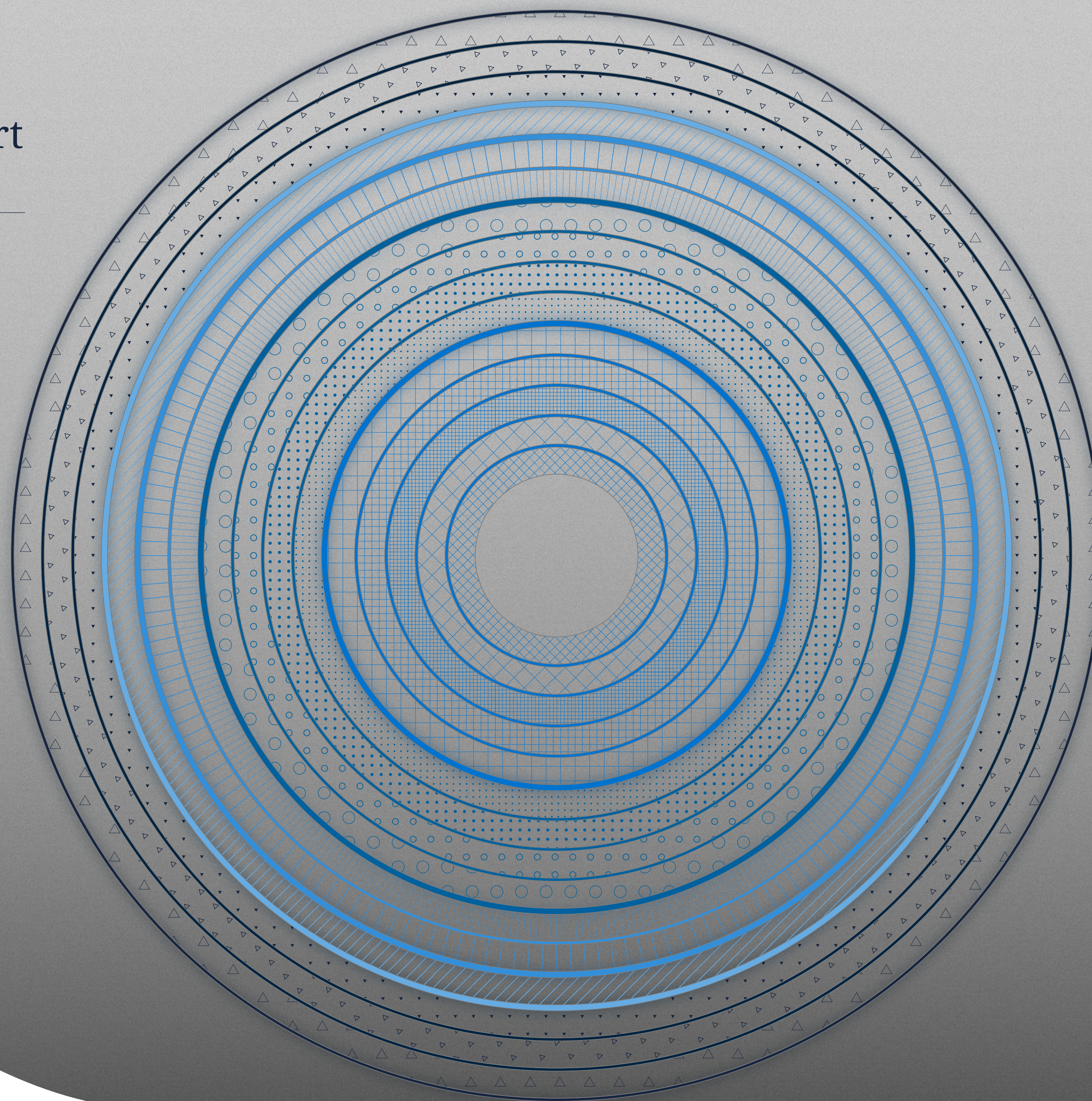
Sustainability Report

2022/2023

Regional Highlights

Europe

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:



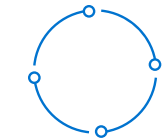
Be supportive

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



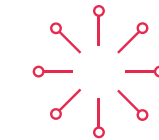
Be bold

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.

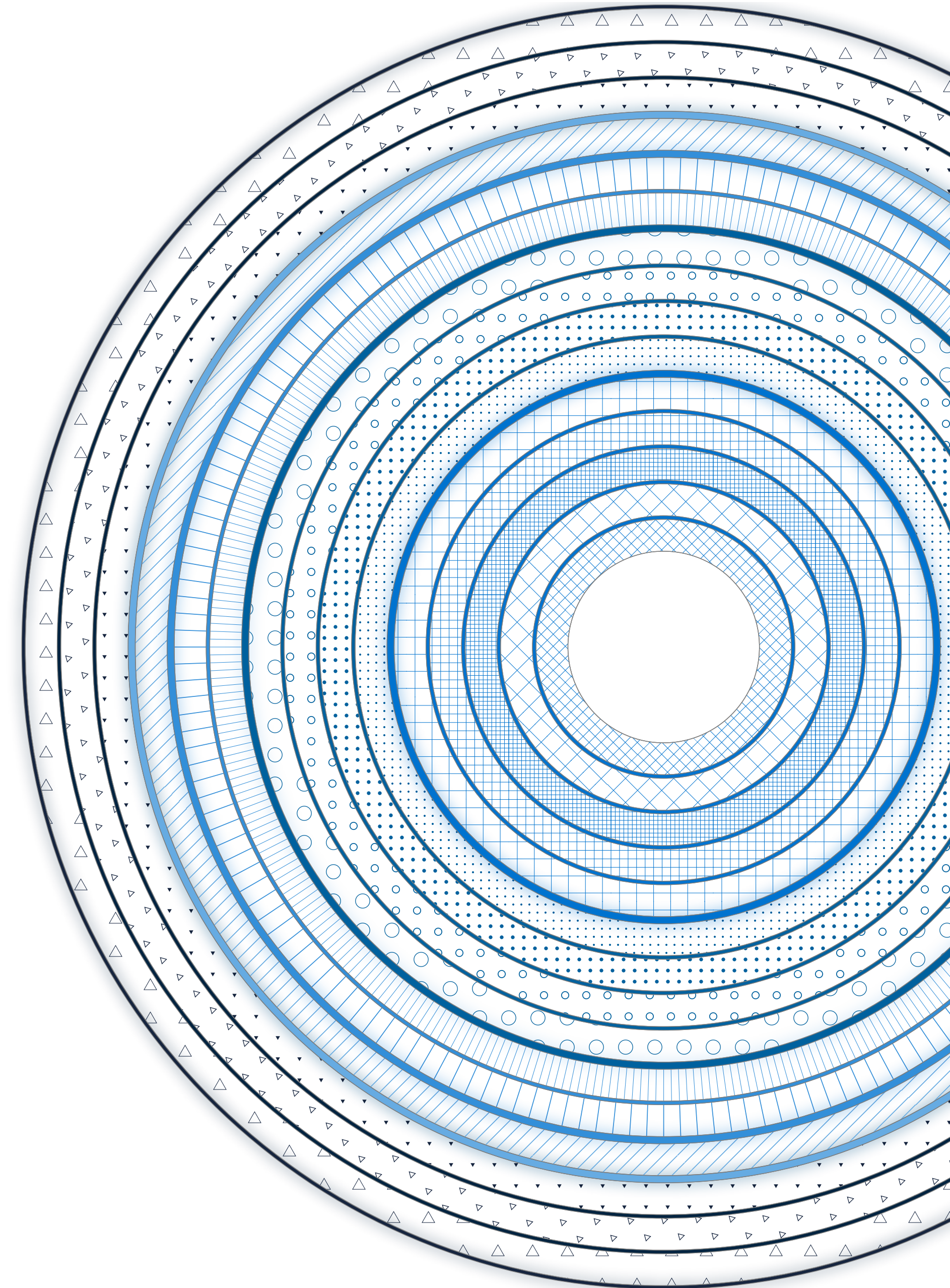
Our sustainability reporting suite

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

Europe

Statement from leadership

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. In order to align ESG data with financial data in terms of scope, quality and relevance, reporting requirements are continuously being expanded through directives and regulations such as the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy Regulation.

With further measures planned under the Green New Deal and in order to enhance the protection of biodiversity, the EU Deforestation Regulation entered into force in June 2023, which aims to minimise the risk of deforestation and forest degradation associated with products that are placed on or exported from the EU market. We can also eagerly await the final agreement on the Corporate Sustainability Due Diligence Directive (CSDDD), which will oblige companies to comply with human rights and environmental standards along their supply chains in the future.

For our partner firms across the Nordics, sustainability is also a pivotal focus area for both our lawyers and clients. Similarly to the rest of the Europe, the ongoing European wide regulatory preparation work is closely monitored in the Nordics and we have assisted our clients to prepare for the new regulatory requirements as well as for being prepared for the various upcoming legislation under preparation covering sustainable business requirements for environmental, climate, human rights and other social aspects.

We've also 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 across 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 Europe.

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



Sandra Wallace
Partner and Joint Managing Director,
UK and Europe, Birmingham

Our offices in Europe



21
DLA Piper offices in Europe



5
Brand Integrated Firms in Europe



2,984
people working for DLA Piper
across our European offices



43%
of our employees and partners
are based in our European offices



58%
of our employees and partners
based in our European offices
are female

Our role in society

Our European offices investing in society in 2022-23



39

hours on average of pro bono* worked by our European colleagues in 2022



34,877

hours of pro bono completed by our lawyers in Europe

*The pro bono data disclosed on this page excludes data from our Brand Integrated Firms.

ASYLUM SEEKER HELPDESK

Belgium

In Belgium, single male asylum seekers often have to wait five months for accommodation. To address this challenge, DLA Piper and Freshfields launched the Asylum Seeker Helpdesk in April 2022, providing asylum seekers with legal information, preparing applications for legal aid and following up on national proceedings to get access to shelter. The project was set up in collaboration with the Brussels Bar and our NGO partner, Vluchtelingenwerk.

The helpdesk has a pool of 250 volunteers from 35 law firms and universities across the country working on rotation. Since its launch, the helpdesk has assisted 5,400 asylum seekers. As a result of this initiative, 6,000 positive decisions were issued by the labour court in 2022.

HELPING REFUGEES UNDERSTAND THEIR RIGHTS

Europe-wide

As part of our global legal course Know Your Rights (KYR), DLA Piper has provided educational workshops for refugees and asylum seekers in various European countries, including Romania, Poland and Hungary where we assisted people who have fled Ukraine. The workshops are the latest addition to the KYR programme developed by DLA Piper to assist refugees and asylum seekers. It aims to shed light on various aspects of life within host countries, helping participants better integrate, advocate for their interests and pursue professional and personal goals.

In countries neighbouring Ukraine, the KYR workshops have supported Ukrainians who have received special temporary protection status, providing information about topics such as employment, entrepreneurship, access to education, legal aid and housing rights. Around 500 individuals (including 100 nationals who fled Ukraine) had the opportunity to learn about the rights and opportunities available to them in their host countries. For more information on the KYR programme and our work with displaced communities, please refer to the [Societal Impact Deep Dive Report 2022-23](#).

GREEK COUNCIL FOR REFUGEES SECONDMENTS

Europe-wide

In September 2022, DLA Piper re-launched a secondment programme to the Greek Council for Refugees (GCR). Seventeen lawyers from across the UK and Europe spent two weeks working at the GCR office in Athens, Greece, where they provided free legal assistance to refugees and asylum seekers. Over six months, DLA Piper lawyers assisted more than 130 beneficiaries, spending more than 2,800 hours visiting refugee camps and detention centres, preparing individuals for their asylum interviews, and drafting applications to the European Court of Human Rights (ECtHR) for victims who have experienced displacement and other human rights violations.

A LEGAL GUIDE FOR NON-PROFITS

Europe-wide

DLA Piper launched a free tool to help NGOs navigate nonprofit laws around the world with partners [ECNL](#) and [PILnet](#). The Guide helps NGOs understand charity laws globally, including registration processes and employment and tax regulations. The Guide has been downloaded over 4,000 times as of March 2023 and currently covers 38 countries with plans to expand to additional jurisdictions. The project helps NGOs expand, while helping to strengthen civil society in the world.

The tool was built using a “no-code” service automation platform, which enables lawyers to build interactive digital tools and apps, without any coding. It was built by five lawyers at DLA Piper, ECNL and PILnet. The project allowed our lawyers to gain valuable technical skills, enabling them to create similar platforms and tools independently to facilitate access to legal information for displaced communities. You can visit the Guide [here](#).

“I have referred to the Global Nonprofits Guide on a few occasions and found it and the different tools very useful. Thank you for all of the work you are putting into this, which we and other international charities hugely appreciate.”

Roger Johnson

Legal Counsel and Company Secretary,
Prince’s Trust International

Our environment

Our European 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 offices across Europe have reduced the emissions per person associated with their energy use by 57% on average.

See the chart below for a country-level breakdown of energy use-related emissions per person in our offices across Europe.

Europe scope 1 and 2 emissions per person

● kg CO₂e per employee





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 Europe, have been rising back towards pre-pandemic levels. In 2022/23 our travel-related emissions in Asia rose to 36% of pre-pandemic levels. See the chart below 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](#).

Europe business travel emissions



ESG MOOT COURT IN AMSTERDAM

The Netherlands

We facilitated two ESG moot courts, one held in our Amsterdam office and the second edition in the court of Amsterdam. The cases related to ESG, one being an environmental case and the other focusing on human rights. Junior Associates from DLA Piper had the opportunity to practice pleading, and received valuable feedback from some of our clients and Partners.

WARSAW ENVIRONMENTAL GROUP

Poland

In 2022, we established an ESG group to support environmental initiatives in the Warsaw office.

The group has published two issues of a dedicated ESG newsletter. The first issue included tips on how to separate waste. The second one presented eco-friendly ways to clean your home and the office and included recipes for eco-friendly cleaning products. We've also changed the air fresheners and toilet cubes in the office, switching to more eco-friendly alternatives.

CREATING SUSTAINABLE WORKPLACES

The Netherlands

By the end of 2023, our Amsterdam colleagues will be relocating to a fully refurbished building, enabling us to create a sustainable, energy neutral, world-class office. By working closely with local suppliers, the new office will meet the highest BREAAAM (sustainability of the building) and WELL (elements which support the health and wellbeing of the building's occupants) standards, offering a future-proof, healthy and dynamic environment to our colleagues. Being located at the centre of the Amsterdam the new office will offer our colleagues outstanding access to public transportation, which further supports our firm's emission targets.

Simultaneously, we're looking for circular and sustainable solutions for the furniture, walls, carpentry and lighting in the current office, working closely with specialised contractors.

Europe contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in Europe, 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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Director of Responsible Business



Claire Donse
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