

DLA PIPER INTERNATIONAL

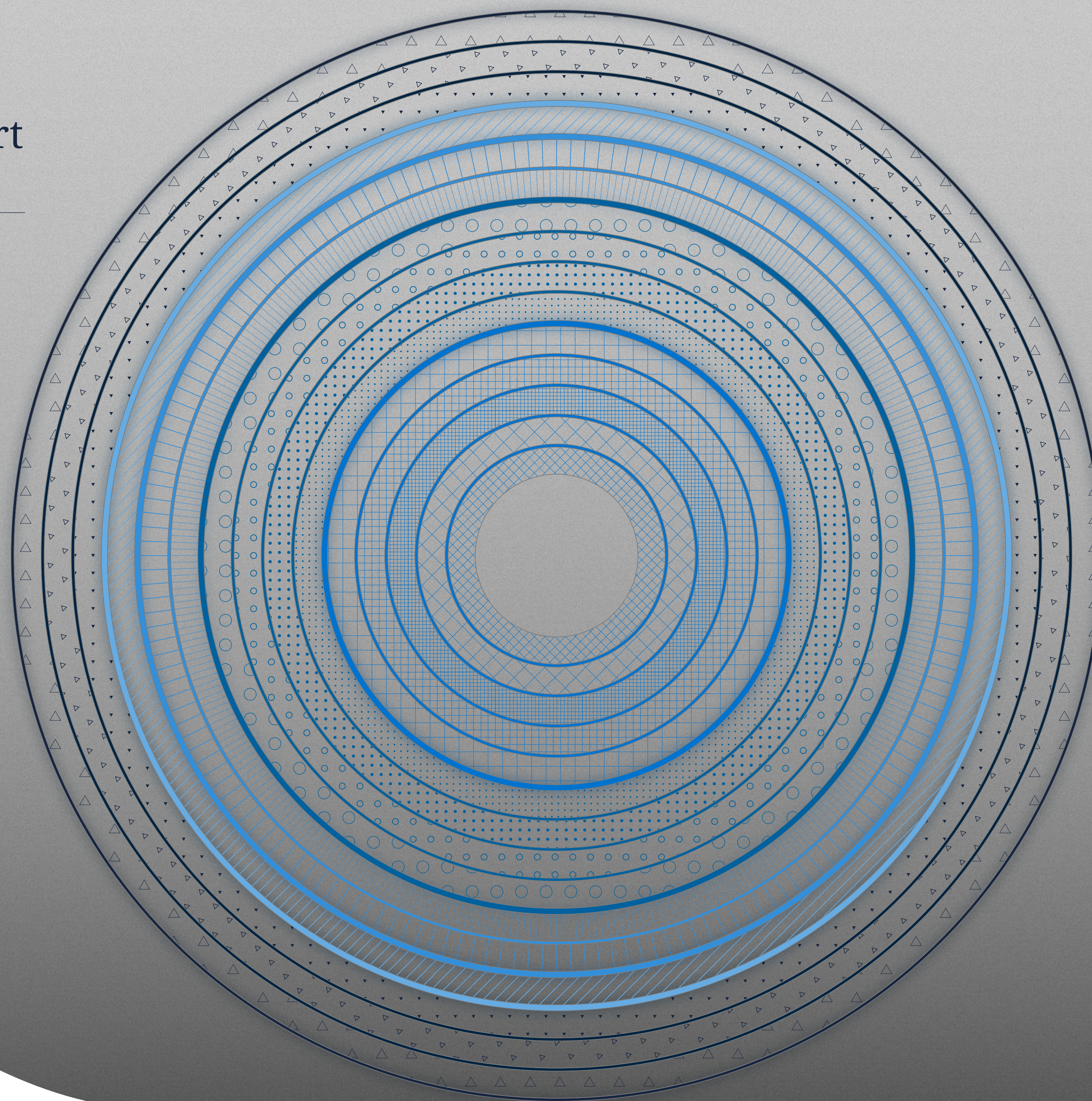
Sustainability Report

2022/2023

Regional Highlights

Middle East and Africa

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:



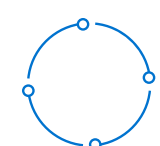
Be supportive

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



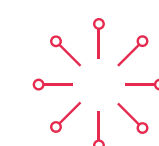
Be bold

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.

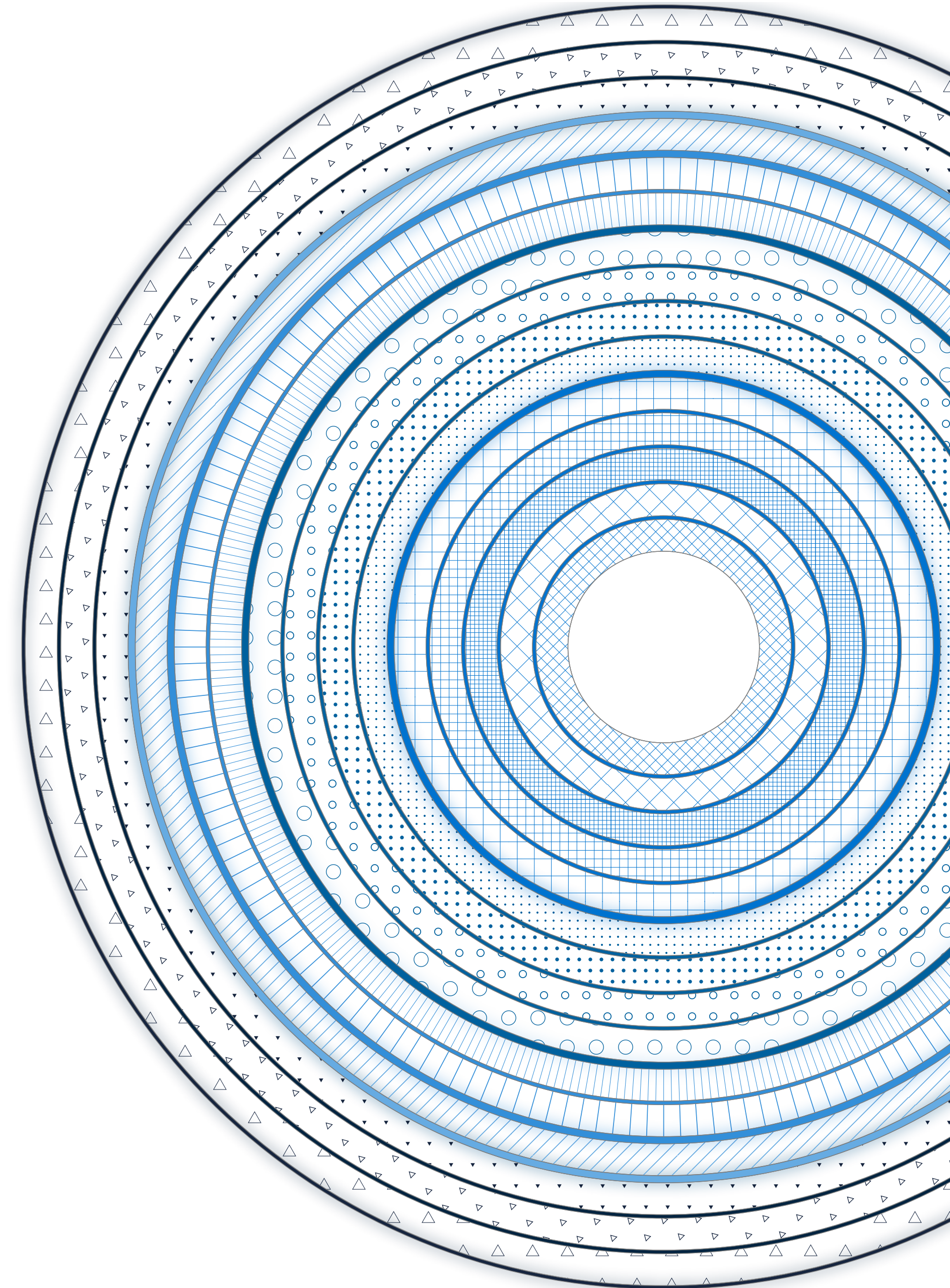
Our sustainability reporting suite

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 reimaged 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

Middle East and Africa

Statement from leadership

National and corporate dialogue around ESG has continued to progress in the Middle East as the region continues to experience rapid economic growth and change around its energy infrastructure, driven largely by ambitious national roadmaps that prioritise targeted action around climate change and reaching net zero.

As nations across the region join international efforts to achieve a 1.5 degree aligned global reduction in emissions, calls to action have become more urgent and are coming from a broad range of stakeholder groups including from key governmental bodies and investors to prominent thought leaders and think tanks across the region. With the UAE hosting the next climate change summit, the world will be looking towards the Arab nation to highlight regional progress and innovations and to steward the global conversation around climate with world leaders.

We are happy to have been designated legal advisors to both the British Government for COP26 and the Egyptian Ministry of Electricity for COP27 and have put in place an ambitious series of initiatives to support the UAE with COP28. We want to ensure that our clients are able to benefit from the various opportunities and the legacy that COP28 will offer.

DLA Piper remains at the forefront of this pivotal transition and are well placed to advise our clients on addressing key sustainability challenges. We understand the challenges faced by our energy clients not only as they seek to implement cleaner and greener technologies to meet global and domestic net zero targets but also as they manage geopolitical disruption, weak supply chains and price volatility. We have already seen the impact COP and global SESG initiatives have had across each GCC country, as Government Ministries embark on renewable energy projects and continue to be at the forefront of these market changing programmes.

As the Middle East continues to advance its stance on ESG, we remain committed to supporting the region with the development of ESG solutions and our clients with their ESG agenda.

From a pro bono basis, our offices in the Middle East have been working closely with the Dubai International Financial Centre on a specialised Pro Bono Programme to help advise lower-income individuals on various legal issues pertaining to employment and housing.

Investing in local communities is something we take seriously and nationalisation continues to be in high focus across the Middle East, with organisations committing to establishing clear and targeted diversity initiatives to nurture local talent. In the UAE for example, we have launched our Emiratisation programme helping to support the integration and development of local talent. Similarly, in Saudi Arabia, we are committed to advancing ambitious legal professionals at the early stages of their career by offering traineeships in partnership with our collaboration firm, AlShahrani Law Firm.




Peter Somekh


Regional Managing Partner,
Middle East and Africa, Dubai


Our offices in the Middle East and Africa

 **7**
DLA Piper offices in the Middle East and Africa

 **19**
Partner Firms in the Middle East and Africa
(including Oman)

 **5%**
of our employees and partners are based in the
Middle East and Africa

 **52%**
of our employees based in the Middle East and
Africa are female

 **100%**
of our promotion candidates in Africa were
female in 2023



Statement from leadership

In Africa, it is clear – now more than ever before – that African businesses can no longer afford to downplay the importance of ESG factors in their commercial and investment decisions. Stakeholders increasingly expect organisations to communicate and deliver convincing and measurable strategies that have embedded ESG considerations.

As governments look to do more to promote ESG transparency and regulation, DLA Piper Africa remains committed to employing the best regional experts to offer our clients with robust advice around ESG, taking account of global and local trends. In terms of private sector engagement, DLA Africa sponsored Indaba's official General Counsel Forum, hosted by Africa Legal in February 2023. In-house counsel of over 100 major mining companies, government bodies and financial institutions attended the multidisciplinary event. Among the highlights of the forum was a panel titled ESG: Theory in Practice, moderated by a Partner in the DLA Piper's London office. ESG was a key theme throughout the entirety of the Indaba forum, and industry members endeavoured to develop more sustainable mining practices.

DLA Piper Advisory Services (Pty) Ltd recently advised Nedbank Limited, the Standard Bank of South Africa Limited and FirstRand Bank Limited on a multi-tranche, multi-currency (USD 90M) funding package for a diamond mining company in Lesotho, which included a Sustainability Linked Loan (SLL), the first of its kind deployed to a mining company in the Southern African market.

Recognising that our ESG obligations extend beyond our a client advice offering to include our own sustainability impacts, DLA Piper Africa is also working to improve its own ESG performance. This begins with understanding our impacts and setting targets.

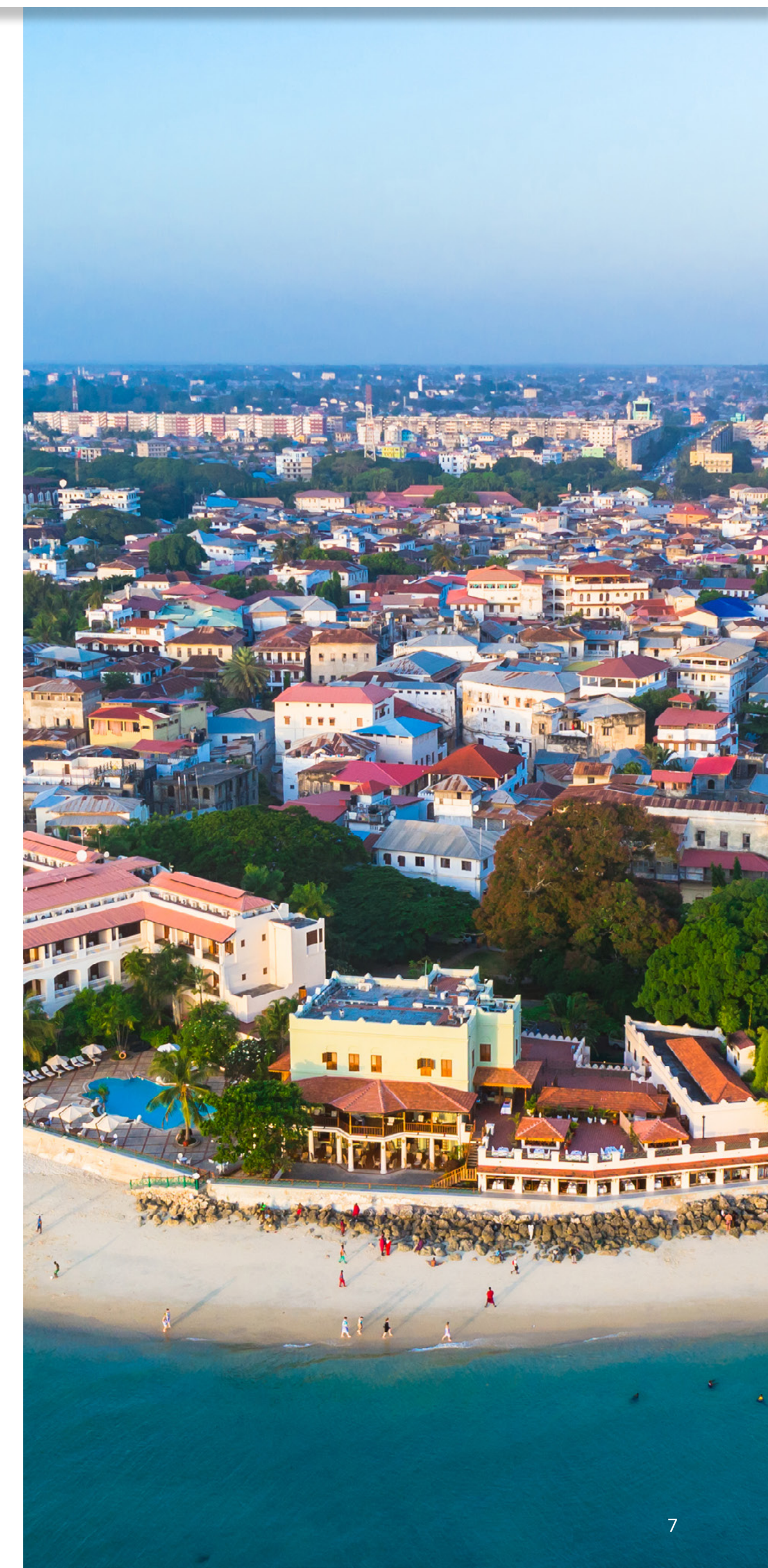
Through the firm's Responsible Business programmes we continue to increase the engagement of our own people in ESG initiatives. Our pro bono practice is aligned with our firm-wide ESG approach and strategically focused on supporting the development of sustainable responses to climate change, addressing the global crisis of displacement, and supporting good governance by supporting access to justice and rule of law. Most recently, our Africa offices are contributing to our global partnership with UNHCR by helping to map laws and policies affecting refugees rights to asylum, services and livelihoods across four countries. In June, our Johannesburg office won a major action against the Department of Home Affairs benefiting over 175,000 Zimbabweans who found refuge in South Africa from the political crisis in their country. And our lawyers are supporting climate resilience and economic opportunity by providing legal advice and skills training to the owners of small green businesses.

The Responsible Business programme also creates social impact by supporting the next generation of lawyers and professionals. Our Head Start programme, which launched last year in Kenya, provides tertiary education bursaries and life and professional skills to talented young people from lower socioeconomic backgrounds. The Global Scholarships Programme, now in its sixth year, supports outstanding law students from six countries in Africa. Through our work, we are committed to doing our part in contributing to a more socially just and environmentally sustainable Africa, and over the coming years we'll continue to engage, empower and support our people on these issues. We are also partnering with Oxford Economics to measure the impact of our offices in Johannesburg, Nigeria, Zambia and Kenya. This research will examine our operations and our client advice as well as our community programmes and pro bono practice. This study is unique in the legal industry and will help us consolidate our ESG strategy and offering.



James Mburu Kamau

Chair, DLA Piper Africa and Managing Partner, IKM





Gearing up for COP28

With COP28 in the UAE taking place in Dubai at the end of 2023, we are well advanced in our comprehensive campaign of events, seminars, vlogs and thought leadership projects, which are being used to fully engage with our clients and leverage our status as one of the few Tier 1 global law firms for sustainability. Our global team, led by senior representatives consists of Partners, Associates and Business Support services staff from across our network who are helping coordinate an extensive engagement campaign involving a series of client events during COP28 in December 2023.

To date, we have held a series of ESG and COP related events both in the Middle East, the US and Europe in the run up to COP. We are also about to launch a six part Vlog series that focuses on sustainability and climate change in the Middle East ICT sector. Partners from DLA Piper will host two c-suite dinners in Dubai and Abu Dhabi around the importance of ESG to the energy and infrastructure sectors and the opportunities surrounding the COP. In addition, we have plans to launch an inaugural Sustainability Moot Competition – the first of its kind in the region – in partnership with over 40 international Universities.

Our people

BUILDING AN INCLUSIVE CULTURE FOR LGBT+ COLLEAGUES

South Africa

The South African Iris Committee hosted an internal Lunch-and-Learn event in February 2023 to kick off the year. The launch event included a keynote address by the Committee’s Chairperson, outlining the Committee’s objectives for the year and its role within DLA Piper’s operations. The Committee also plans to launch its first internal newsletter, The Outsider, which deals with gender as the topic for the first edition. For Pride month the Committee will host an array of guest speakers to present on the topic of gender and inclusion in Africa.

SUPPORTING TALENT DEVELOPMENT

Middle East

In support of our Emiratisation programme, we’ve hired several new Emiratis into the Dubai office, in a range of disciplines. Our work in this area will continue to grow to ensure we have a strong pipeline of local talent.

In Saudi Arabia, through our collaboration firm, AlShahrani AlMansour, we welcomed six trainee lawyers in 2022. Each of them will complete their formal period of training with the firm before being admitted to the Saudi Bar. This is testament to our commitment to the Kingdom and developing local talent at the early stages of their career.

In Africa, our Casablanca office offers three six-month internships for law graduates, both from Morocco and overseas. Some of our existing associates and senior associates started their legal careers with the firm as interns. In South Africa, we offer a two-year Candidate Attorney programme for law graduates.

EMPOWERING STUDENTS THROUGH THE YES PROGRAMME

South Africa

Due to the high unemployment rate in South Africa, the current President established a Youth Employment Service Programme to create employment for young Africans aged between 18-35. The firm engaged in this programme for the first time in 2021 by sponsoring ten people from low-income backgrounds. In 2022, DLA Piper South Africa supported an additional cohort of ten programme participants. The participants were placed with third-party hosts and were sponsored by DLA Piper. They gained different skills, ranging from administration to soft skills. The firm plans to continue its involvement in the programme, aiming to host double the number of candidates and expanding our impact on local communities.

CHAMPIONING EMPLOYEES WITH SPECIAL NEEDS

South Africa

Since 2018, the firm has offered learnerships to people with disabilities. The firm has annually supported three learners with employment and external training. One of our learners has recently secured full-time employment as a result of this initiative.

Diversity in our Middle East and Africa offices in 2022-23

25% of partners are female

52% of lawyers are female

38% of trainee lawyers are female

62% of business service professionals are female



CELEBRATING FEMALE VOICES IN THE MENA REGION

DLA Piper voices

What has your experience been like at DLA Piper and how has being at the firm affected your professional life?

I joined the firm in April 2022 and quickly felt I was in the right place. Our international presence, collegial culture and entrepreneurial spirit gave me energy and reinvigorated professional curiosities and ambitions. Our flexible working policy means I frequently work from different offices and can extend visits to my international friends and family. While of course being great from a personal perspective, it has also led to professional opportunities and valuable connections in different regions.

Within my first year at the firm, I felt invested in and saw that the firm deployed resources to support my development and that in turn made me want to develop my team and the firm. I felt able to try out my own ideas in how I might be more effective in the work I do.

What is DLA Piper doing to support the progression of female lawyers in the region and what makes the firm unique in this respect?

Out of around 30 partners in Dubai, only three are female. While there's clearly a lot of work to do, department heads are making a real effort to promote female lawyers. Our region's chapter of the Leadership Alliance for Women (LAW) has done great work to raise awareness of unconscious bias and flag regional issues affecting female lawyers. DLA Piper is unique in the attention being paid to diversity and inclusion, wellbeing and people networks. Conscious of the diverse issues affecting career progression of female lawyers – and others who are underrepresented in the law – the firm has developed a thoughtful platform of intersectional resources.

Our industry is slow to change and law firms are complex organisations. I see DLA Piper as being different in that it is extremely progressive in its approach to embracing change – coming from the very top of our leadership. While it's easy to pay lip service to a cause while continuing old practices, DLA Piper has put budget, people and time into creating a culture where people from various walks of life are invited to contribute and supported to achieve.

What cultural barriers is the firm helping to address to facilitate gender parity – specifically within the region?

This is a tough issue given the more gendered social construct in our region and the need to approach differences with cultural sensitivity. A more moderate approach can often lead to more profound and lasting change, and the firm fosters more open communication about these topics. Having senior partners at DLA Piper who emphasise the importance of making our offices truly inclusive sends a strong message.

What would you like to see more of from the firm in the coming years?

I would like to see the US and the rest of the international platform become more integrated. A higher percentage of partners are female in the US, and we can learn from others who have faced, and successfully overcome, similar issues. It would also be great to see my region consider making both maternity and paternity leave equal, and encouraging paternity leave, following the best practice of other jurisdictions. We could help remove barriers and lessen the 'motherhood penalty' if parental leave and family responsibilities are no longer predominantly female issues.



Mona Lemp
Legal Director, Dubai

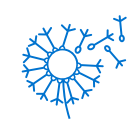


Our role in society

Our Middle East and Africa offices investing in society in 2022



61 hours on average of pro bono worked by our Middle East and Africa colleagues in 2022



5,495 total hours of pro bono completed by our lawyers in Middle East and Africa



14 Head Start scholars supported in Africa

HEAD START AFRICA ACADEMY

Africa-wide

As part of our larger Head Start programme, we've incorporated short sessions on servant leadership and contribution to society within the annual Head Start Africa Academy. This three-week programme focuses on providing employability and personal development training to participants. In direct response to our Scholars interests, we've integrated these sessions into the programme to demonstrate our commitment to developing future leaders and our intentional approach in addressing their needs and aspirations. By emphasising servant leadership and the importance of making meaningful contributions to society, we aim to cultivate socially conscious individuals who have the skills and understanding to have a positive impact in their communities.



Head Start Africa – Our scholars

THE GLOBAL SCHOLARSHIP PROGRAMME

Our Africa partner firms in Mozambique, Rwanda, and Uganda appointed four of our Global Scholarships Programme alumni on a permanent basis as Junior Associates.

Unilever Nairobi, appointed Abbas Luyumbo on a six-month paid internship placement.

Of the GSP Fellows who graduated of the programme in 2022, a total of 15 Alumni in Africa is employed as lawyers in various legal firms,

In 2022, the GSP recruited 14 talented law students in Africa to join the programme as Fellows.

Jonathan, student at Kenyatta University and Head Start Scholar (2021)

The Head Start Africa (HSA) programme, which I am a part of, has taught me to think creatively and seek solutions. The programme has also given me access to professional advice and experience, which is often lacking among my peers. Looking to the future, I want to be a pacesetter in my field of practice and venture into relatively new and unexplored areas such as space law, IT law, or blockchain. Thanks to the HSA programme, I've already gained insight into what these fields entail, and I had the opportunity to meet senior DLA Piper professionals during the programme launch, who acknowledged the potential of these fields. With the guidance and professional advice I receive from the programme and IKM Advocates, I'm confident that I can achieve my goals.

SUCCESS FOR ZIMBABWEAN EXEMPTION PERMIT HOLDERS

South Africa

Since 2022, DLA Piper has been working in partnership with the Helen Suzman Foundation (HSF) to challenge South Africa's Minister of Home Affairs over the legality of terminating the Zimbabwean Exemption Permit regime (ZEP). The termination of the ZEP regime would have resulted in at least 178 000 Zimbabwean people, who have been legally living, working and attending school in South Africa under the regime for over a decade, being left undocumented and susceptible to deportation. In June 2023, after a year of hard work and dedication by teams at both HSF and DLA Piper, the Pretoria High Court ruled in favour of HSF who argued that the Minister's action was invalid, unlawful and unconstitutional and should be set aside. This result was welcomed by the thousands of legally settled Zimbabweans who had faced becoming illegal immigrants. The Minister has since filed an application for leave to appeal the June judgment.





RESPONSIBLE LENDING WITH GALA

Africa-wide

DLA Piper Africa lawyers from thirteen countries volunteered on a pro bono, global research project for the Global Alliance for Legal Aid (GALA), focused on lending regulation and debt incarceration. GALA is a nonprofit, non-governmental organisation that supports legal aid and public interest advocacy with a focus on supporting lawyers in developing countries to advocate for the poor. GALA requested the research to inform global and local policy advocacy for the regulation of lending to vulnerable populations, and to support case advocacy by human rights lawyers in their communities.

Lawyers across our Africa offices volunteered to research their country laws in relation to debt default, financial regulation and financial consumer protection, as contributions to the report on the human rights and policy concerns arising from the growth of consumer lending. Reports resulting from the research will be published online and shared with global leaders for financial regulation.

DUBAI PRO BONO PROGRAMME

UAE

DLA Piper lawyers from Dubai volunteered to provide advice through the Dubai International Financial Centre's Pro Bono Programme. This programme is the first-of-its-kind in the Middle East, providing legal advice to low-income individuals with legal issues that arise within the DIFC Courts area of Dubai and/or fall within the DIFC Court's jurisdiction. Many of these queries relate to critical issues around employment and housing for migrant workers.

SUPPORTING INNOVATIVE FINANCING FOR CLIMATE CHANGE

UAE

Through our partnership with the Climate Policy Initiative (CPI), lawyers in our Dubai office have worked closely with the Global Innovation Lab for Climate Finance to provide legal support to organisations deploying innovative finance instruments to drive private investment into action on climate change and sustainable development. One of those organisations is the Green Guarantee Company, the first specialist guarantor for emerging market climate adaptation and mitigation projects, driving investment by de-risking green finance debt instruments. Coordinated by an experienced team in Dubai, DLA Piper is supporting the Green Guarantee Company by providing legal research and analysis on the regulatory frameworks in several emerging market jurisdictions relevant to the Green Guarantee Company's work.

EAST AFRICAN DEVELOPMENT BANK

Region-wide

Through New Perimeter, DLA Piper's nonprofit affiliate, lawyers from our offices in the Middle East joined an international team providing a five-day virtual training on negotiating international agreements for public sector lawyers from Kenya, Rwanda, Tanzania and Uganda. The workshops are designed to build the capacity of public sector lawyers who are involved in negotiating transactions and drafting agreements on behalf of their governments. This project has been ongoing since 2014, reflecting DLA Piper's commitment to supporting the economic development of the region and building the capacity of public sector lawyers in Africa.

DEVELOPING ZAMBIA'S FUTURE LAWYERS

Zambia

Through New Perimeter, DLA Piper lawyers collaborate with in-house counsel from General Electric and DLA Piper Africa's Zambia office to train graduate law students at the Zambia Institute of Advanced Legal Education (ZIALE) on negotiation and legal drafting skills. Through a combination of practical group exercises, simulations and case studies, students are exposed to different issues and documents each day. Course topics include negotiating dispute resolution clauses and drafting agreements related to dispute resolution procedures, sale and purchase and joint ventures.





Our environment

Our Middle East and Africa 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.

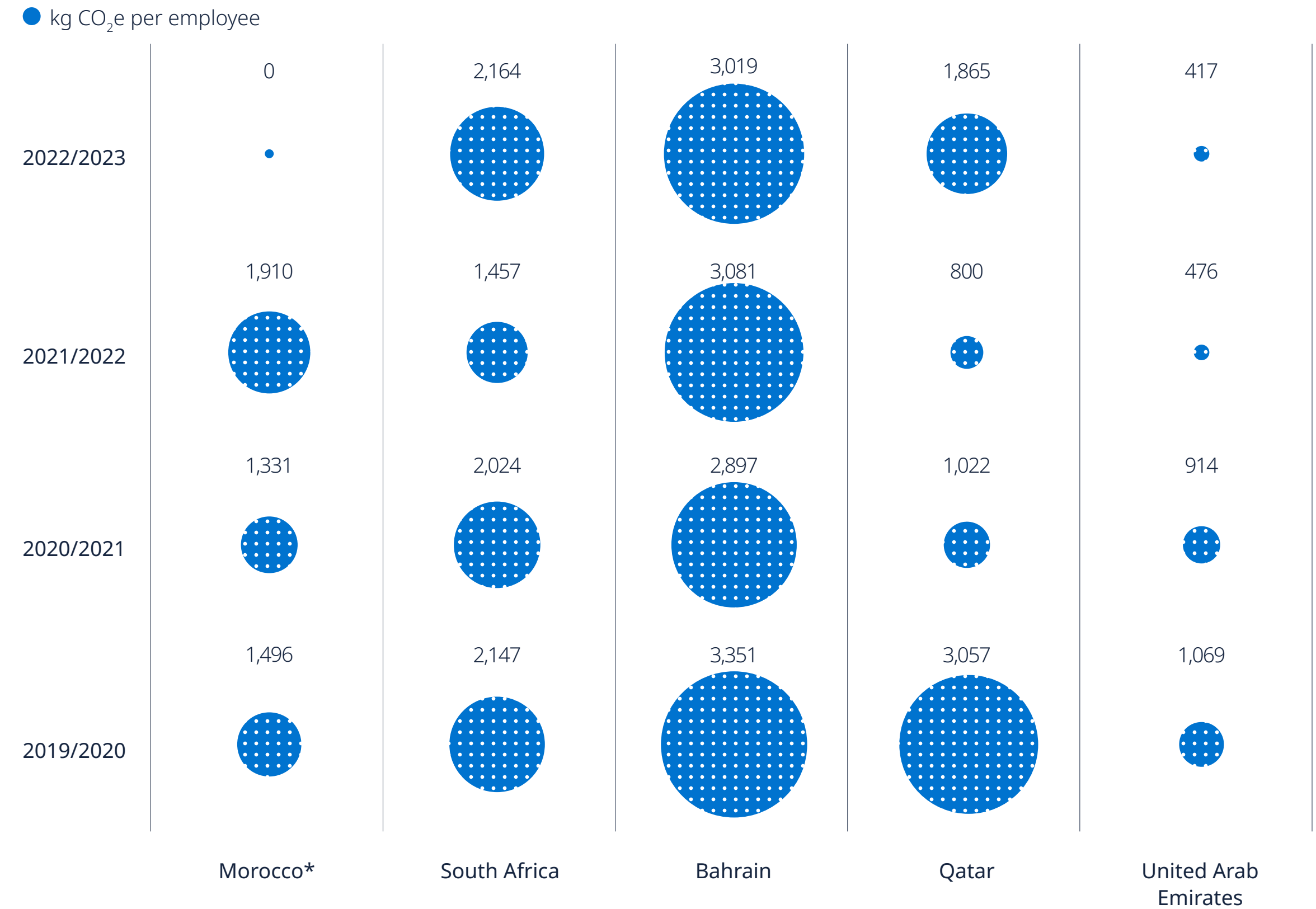


USING LESS ENERGY PER PERSON

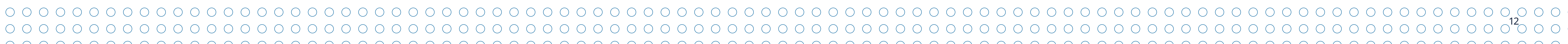
Our offices across the Middle East and Africa have reduced the emissions per person associated with their energy use by 27% on average.

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

Middle East and Africa scope 1 and 2 emissions per person



*In 22/23 our Morocco office was transitioning to a new premises, which disrupted carbon emissions and reporting.



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 Middle East and Africa rose to 49% 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](#).

LOCAL SUSTAINABILITY CAMPAIGNS

South Africa

Over the past 12 months, eMission champions in our Johannesburg office have been active in engaging their local office on key environmental awareness days.

Campaigns have included hosting Earth Day and an Energy Saving Week where they shared resources and tips with the local office to get them thinking about energy saving within the workplace and at home.

Middle East and Africa business travel emissions



Middle East and Africa contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in Middle East and Africa, 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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