

DLA PIPER INTERNATIONAL

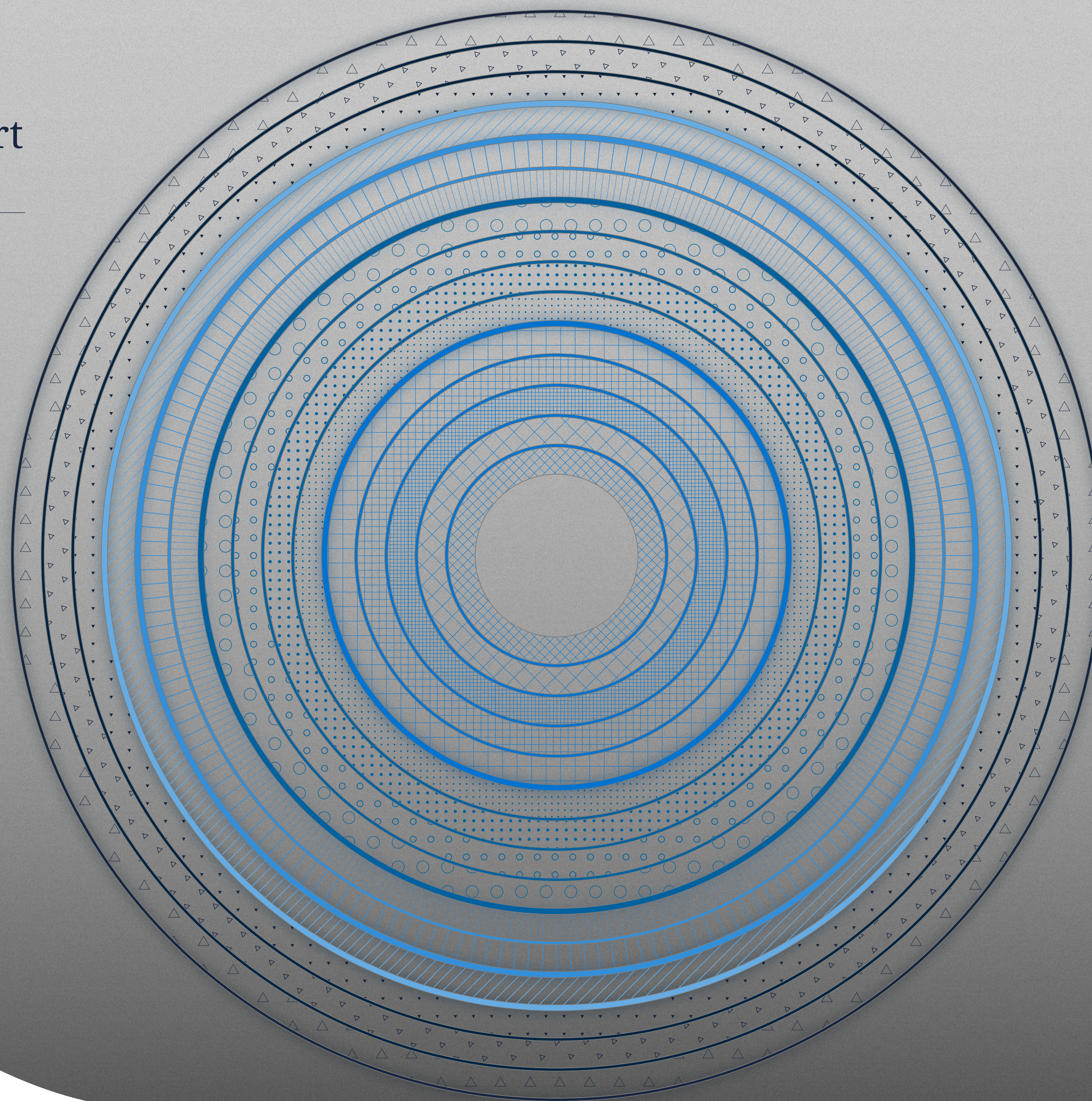
# Sustainability Report

2022/2023

## Regional Highlights

UK and Ireland

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:



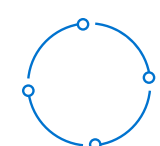
### Be supportive

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



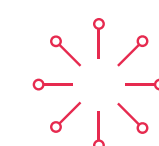
### Be bold

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.

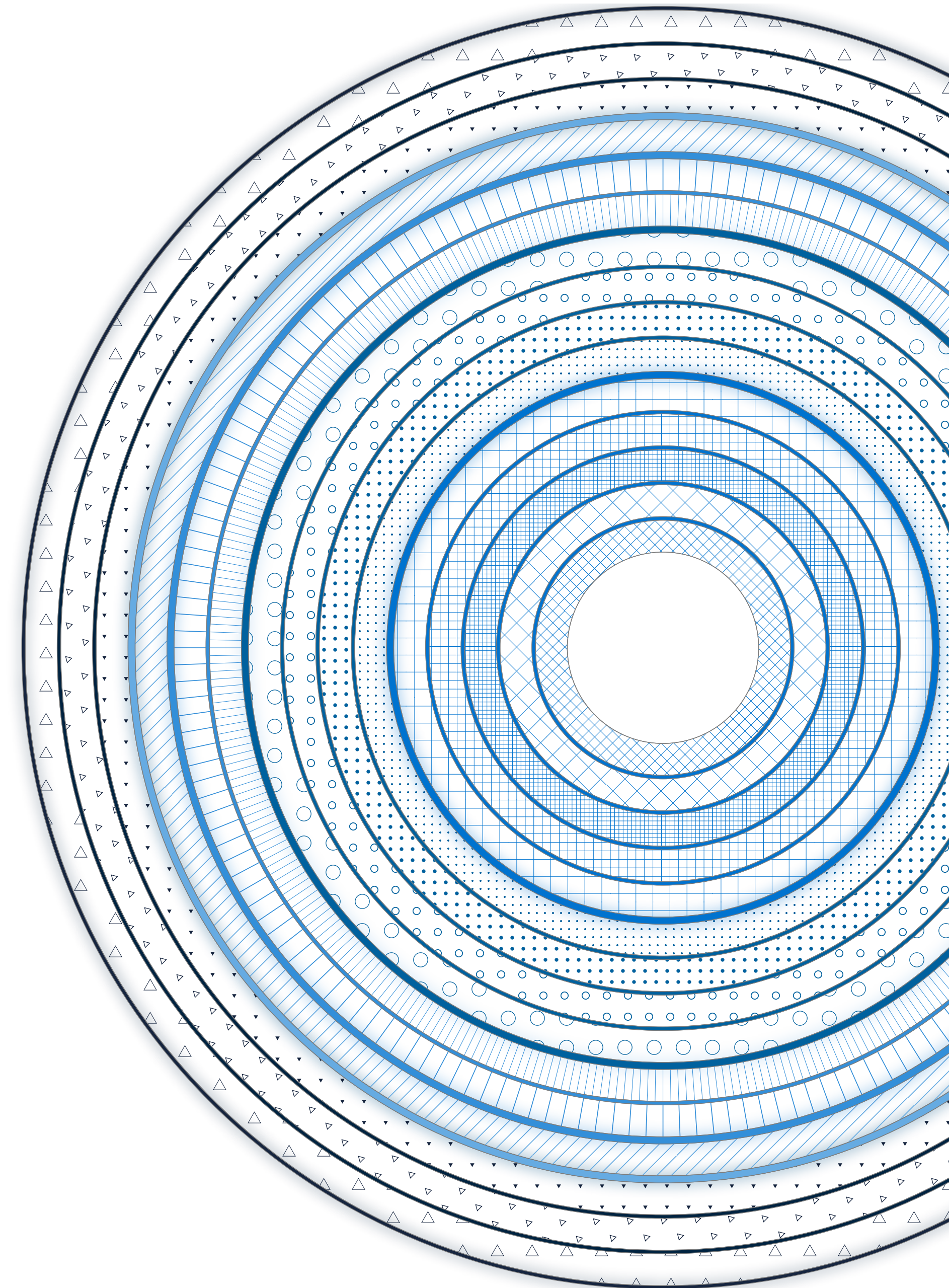
## Our sustainability reporting suite

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](mailto: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



# UK and Ireland

## Statement from leadership

As the world continues to grapple with major geopolitical challenges, from the ongoing war in Ukraine and rising global energy prices to extreme climatic events, businesses now more than ever before are seen as key stakeholders in helping drive forward the climate conversation.

Here in the UK, we've seen the introduction of mandatory TCFD-aligned climate reporting for large corporations. With the inception of this reporting requirement, 2023 will see the first TCFD compliant climate reports published by listed companies and major financial institutions helping to advance corporate reporting practices towards greater environmental disclosure.

This year, the UK also published its Green Finance Strategy which calls for greater investment around adaption and green infrastructure. Net zero remains at the forefront for both businesses and policy-makers and represents a huge opportunity for growth for the UK economy in the years to come.

In terms of our own operational progress, this year has been an exciting one with the firm's net zero target having been validated by the Science Based Targets initiative in June, helping to bolster our carbon reduction ambitions and sending a clear message to our clients and peers about the firm's commitment to achieving long term sustainability. We launched a refreshed business strategy in 2023, making sustainability and ESG a major strategic priority for the business. In the coming years, we aim to increase our efforts to embed awareness and evolve our approach to our service offering on sustainability and ESG to optimise our ability to advise clients on the transition to a sustainable economy, underpinned by integrating sustainability into our own operations.

This commitment to achieving alignment with a 1.5°C world is also demonstrated by the firm's endorsement of the Legal 1.5 Charter, making us one of the few firms in the legal sector to become a signatory and founding member. We also signed up to the Sustainable Markets Initiative.

On the DEI front, reducing inequality and improving access to opportunity within the communities we work in remains integral to our culture and values. We run a variety of global community investment and pro bono programmes that aim to tackle these societal challenges, and also ensure each of our offices is empowered to use their professional skills to tackle local challenges.

Across the UK firm, we've continued to pave the way for diversity and inclusion by expanding our existing people networks and equipping our people with training around inclusive culture and leadership. This year we launched Horizon's our social mobility people network and we have also introduced Momentum, a pilot programme aimed at preparing talented female lawyers and those from other underrepresented groups for senior leadership. Momentum was set up as a predecessor to Elevate, a sponsorship programme that matches individuals from underrepresented groups with senior partner sponsors to support the partner pipeline. It has been another successful year, with 11 of the 34 partner promotes in 2023 were proteges from the Elevate programme. We also expanded our Carbon Literacy Training programme to colleagues across the UK firm by offering a suite of online trainings covering climate change and operational sustainability.

Over the next 12 months, it's our ambition that we continue to make progress towards our targets and to engage both our people and clients on the importance of sustainability and ESG and how it's going to change the way we live and work.



**Liam Cowell**  
UK Managing Partner

## Our offices in the UK and Ireland

**7**  
DLA Piper offices in the UK

**2,369**  
employees and partners in our UK offices

**1**  
DLA Piper office in Ireland

**112**  
employees and partners in our Ireland office

**36%**  
of our employees and partners are based in the UK and Ireland










## Our people

### Diversity in our UK and Ireland offices in 2022-23

-  **25%**  
partners are female
-  **42%**  
of new partner promotions were female
-  **53%**  
of lawyers are female
-  **60%**  
of trainee lawyers are female
-  **63%**  
of business services colleagues are female

### HORIZONS: A NEW NETWORK FOR SOCIAL MOBILITY

#### UK

The UK has a long history of deep-rooted barriers to social mobility preventing many people from fulfilling their potential. To help address this, we launched Horizons, a safe space for colleagues from less-advantaged backgrounds to feel supported and empowered to make their voice heard. The network will act as a strategic sounding board for the firm's social mobility agenda, challenge the barriers that exist and amplify stories of success, so people are confident to be their authentic selves in the workplace. From attraction, recruitment, and through to retention we want to ensure diverse talent from all walks of life will thrive at DLA Piper.

### STONEWALL RANKING 2023

#### UK

In Stonewall's UK Workplace Equality Index 2023, the firm won a Gold Award and was ranked 17<sup>th</sup> overall (out of 100 employers) and third in sector, while the firm's Iris network for LGBT+ colleagues received a highly commended Network Group Award.

#### 12<sup>th</sup>

In 2022 we were ranked 12<sup>th</sup> out of 75 organisations in the UK's Social Mobility Employer Index, run by the Social Mobility Foundation. In 2021 we ranked 17<sup>th</sup>.

### 2022 Outstanding Top 50 Ally Executives Role Model List

We are proud to see Senior Partner and Global Co-Chair Jon Hayes and Partner Kaoru Umino recognised as allies.

### ADVANCING SOCIAL MOBILITY IN DUBLIN

#### Ireland

In 2023, the Dublin office launched a Social Mobility Committee which aims to promote and support a career in law for students that may face social, economic or cultural barriers to entering the profession. We have partnered with Trinity College's "Trinity Access Programme" – a programme aimed at school students from underrepresented groups to widen their access to third-level education. Our partnership has so far provided students with an introduction to commercial law at DLA Piper, and interactive sessions including workshops on negotiation and CV skills.

### GENDER AND ETHNICITY PAY GAP UPDATE

#### UK

As of April 2022, we saw a slight increase in the median gender pay gap (0.8%). This is mainly due to a reduction of women (53.4%, down from 55.1%) in the upper middle pay quartiles. More women have entered partnership roles, and we have seen a boost at the lower mid (23.7%, up from 17.5%), which has had a subsequent impact on the median pay gap widening to 24.7%, up from 17.0%.

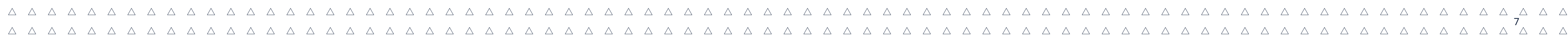
Our ethnicity median pay gap for all staff increased to 11.3% (1.7% in 2021), which reflects the increased ethnic minority population, which grew by 5.3% from 2021. Our focus on entry-level recruitment is a crucial contributor to the increase in representation into the lower pay quartile. For Partners, we also saw a slight increase in the ethnicity median pay gap where we increased representation in partnership, which is also in the lower pay quartile.

You can download our latest UK Pay Gap Report [here](#).

### Solicitor Apprenticeship Programme – UK

Our Solicitor Apprenticeship Programme provides high-calibre apprentices the opportunity to gain the experiences, skills and training they need to kick-start their legal careers, in a supportive and inclusive environment. As part of the programme, apprentices work in the firm from day one while receiving dedicated coaching from colleagues and from an apprenticeship tuition provider. Alongside their supported academic studies, they participate in a comprehensive induction programme, regular training and a bespoke apprentice development plan. During their time with us, apprentices are able to build their skills and experiences to help them make informed career choices and become well-rounded legal professionals.

The solicitor apprentices' study counts towards an LLB (Hons) in Legal Practice and Skills, and also works towards the Solicitors Regulatory Authority's (SRA) centralised assessment, the Solicitors Qualifying Examination (SQE). We plan to expand the programme this September to our London and Birmingham offices with nine fantastic apprentices already selected for 2023.







## Our role in society

### SUPPORT FOR UKRAINIAN REFUGEES

#### UK

In the UK we launched the Ukraine Advice Portal (UAP), connecting Ukrainians fleeing conflict from the war in Ukraine with advice on accessing legal pathways to the UK. The project is led by a group of specialist immigration solicitors and barristers and DLA Piper was approached to partner on the project in 2021. Since then, we've recruited over 200 lawyers from across the UK firm and have had volunteers contribute over 3,500 pro bono hours to the project to date.

The UAP project has been a huge success in providing information and advice to Ukrainians about pathways to the UK. Ukrainians who used the service found it easy to use and the support enabled them to make informed decisions about their future.

**4,300**

Ukrainians and their families assisted

**200+**

DLA Piper lawyers engaged

**3,500**

pro bono hours spent on the project

### REUNITING REFUGEES WITH THEIR FAMILIES

#### UK and Ireland

Our UK based pro bono lawyers run an end-to-end clinic to support refugees in the UK reunite with their families. This work is outside the scope for legal aid and so pro bono assistance is essential. Following separation caused by forced displacement, such as from persecution and war, family reunification is often the only way to ensure respect for a refugee's right to family unity.

In Dublin, our lawyers are working closely with the Irish Refugee Council on the Kind Project, which helps represent people with refugee status with applications to be reunited with their family members in Ireland. This project is part of Kind's broader initiative to provide legal protection for unaccompanied children in Europe and to help advance children's representation in family reunification cases.

### Ayaan's story

Ayaan is a young woman who had fled her home in Africa for the UK after her mother and father had been brutally murdered by a terrorist organisation. Ayaan believed that her brothers had also been murdered, but two years after arriving in the UK, she was reunited with her brothers, who were living in appalling conditions and were in hiding. Through our UK clinic, DLA Piper lawyers worked with Ayaan and her family for a year to appeal the decision by the Home Office to deny her brothers visas. In January 2023, Ayaan won her appeal, and her brothers were granted visas to come and live in the UK.

### Our UK and Ireland offices investing in society in 2022



**40**

hours on average of pro bono worked by our UK and Ireland colleagues



**33,259**

total hours of pro bono completed by our lawyers in the UK and Ireland



**135**

Head Start scholars supported in the UK and Ireland



### Our environment

Our UK and Ireland 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 UK and Ireland have increased the emissions per person associated with their energy use by 3% on average.

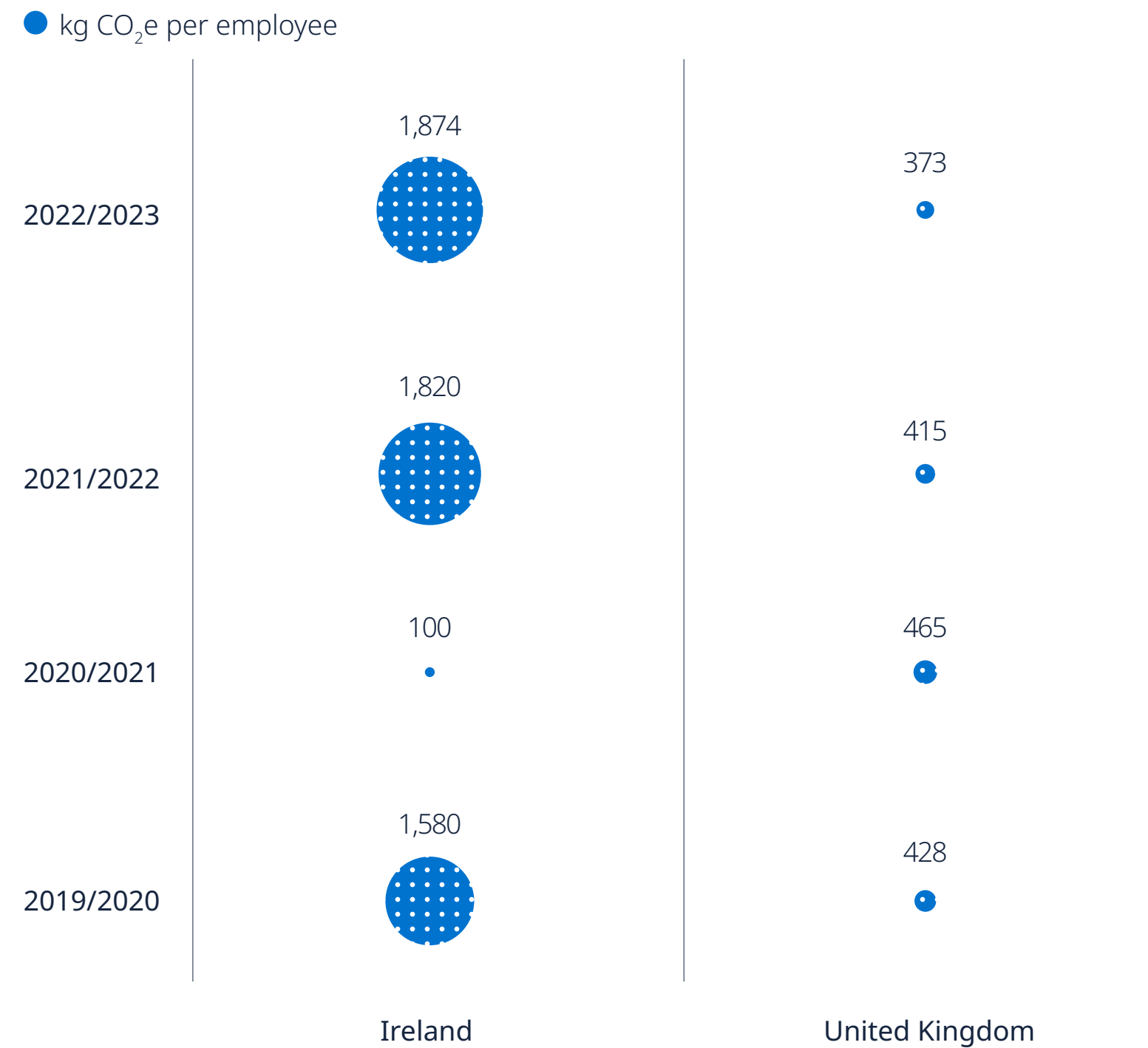
See the chart to the right for a country-level breakdown of energy use-related emissions per person in our offices across the UK and Ireland.

#### 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 Asia, have been rising back towards pre-pandemic levels. In 2022/23 our travel-related emissions in UK and Ireland rose to 62% of pre-pandemic levels. See the chart on [page 43](#) 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](#).

### UK and Ireland scope 1 and 2 emissions per person





### GREEN CAR SCHEME

*UK*

As part of our New Deal offering, we launched a new employee benefit in the UK aligned to our sustainability commitments. We teamed up with a provider to bring our employees a new car scheme which gives access to drive newer, greener cars. The car scheme includes a fully inclusive motoring package with a brand new maintained and insured Electric Vehicle (EV) or Ultra Low Emission Vehicle (ULEV) for up to four years. The scheme is also a salary sacrifice benefit, making it cheaper than a normal private lease agreement.

### CARBON LITERACY TRAINING

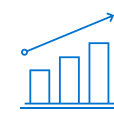
*UK*

In 2022 we rolled out our Carbon Literacy Training programme in the UK. Over two days, participating colleagues learn about the basics of climate science, the firm’s carbon impacts, how to talk to others about climate change, reduction opportunities and potential solutions. As a result of implementing this training, the UK firm has been accredited with Bronze status from the [Carbon Literacy Project](#), making DLA Piper the first Carbon Literate law firm.

#### Carbon Literacy in numbers



**50**  
of our people certified as Carbon Literate by the Carbon Literacy Project



**57%**  
of programme participants are fee earners

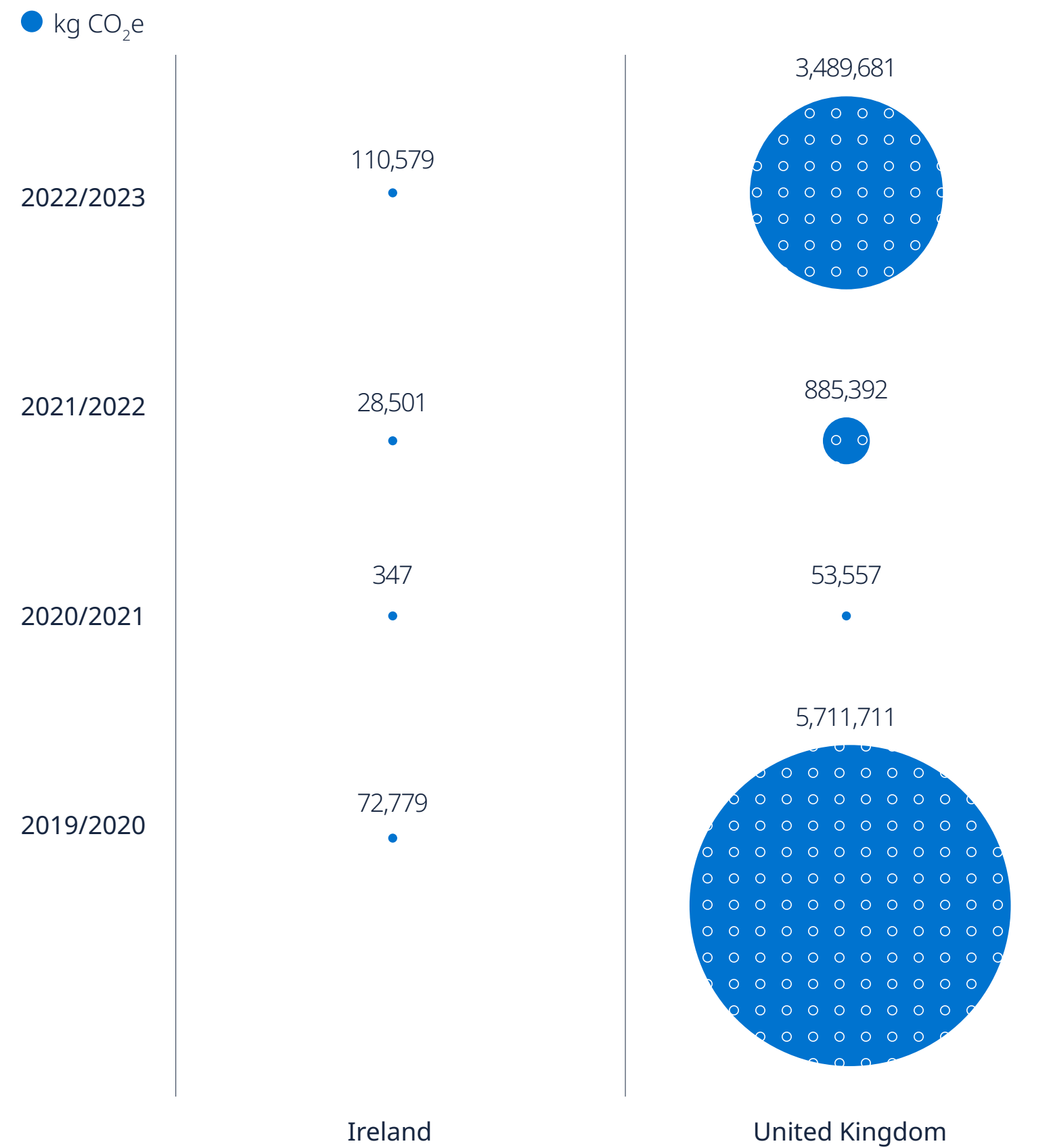


**400**  
hours dedicated by our people to becoming Carbon Literate



We are one of over **4,000** organisations globally who are certified as Carbon Literate by the Carbon Literacy Project

### UK and Ireland business travel emissions



### UK and Ireland contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in UK and Ireland, 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](mailto:responsiblebusiness@dlapiper.com) with any comments or questions.



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**Nicolas Patrick**  
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