

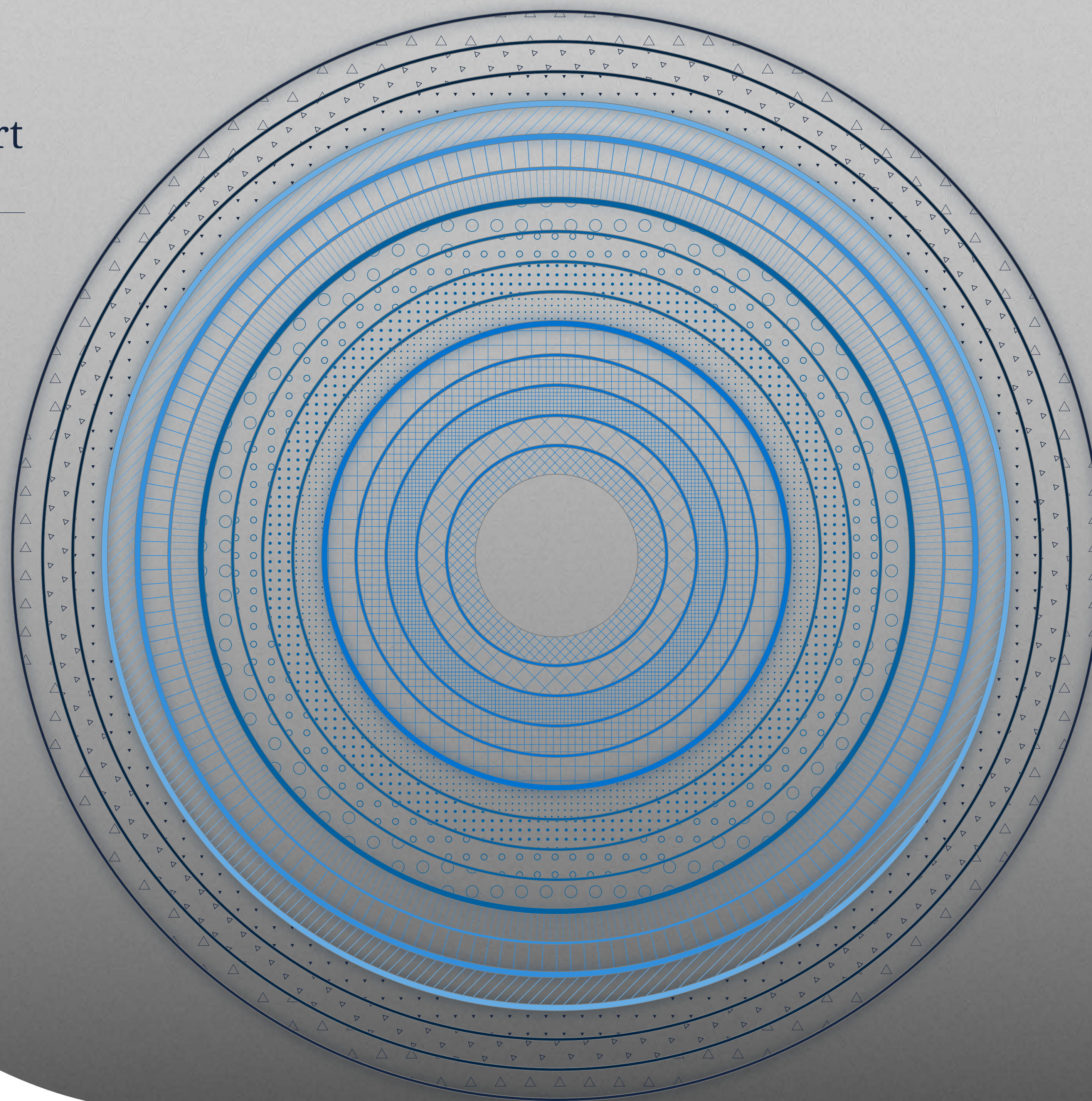
DLA PIPER INTERNATIONAL

Sustainability Report

2022/2023

Regional Highlights

Delivering on our purpose
and mission to help our
clients succeed and together
make business better



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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:



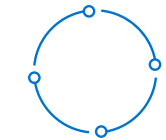
Be supportive

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



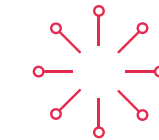
Be bold

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.

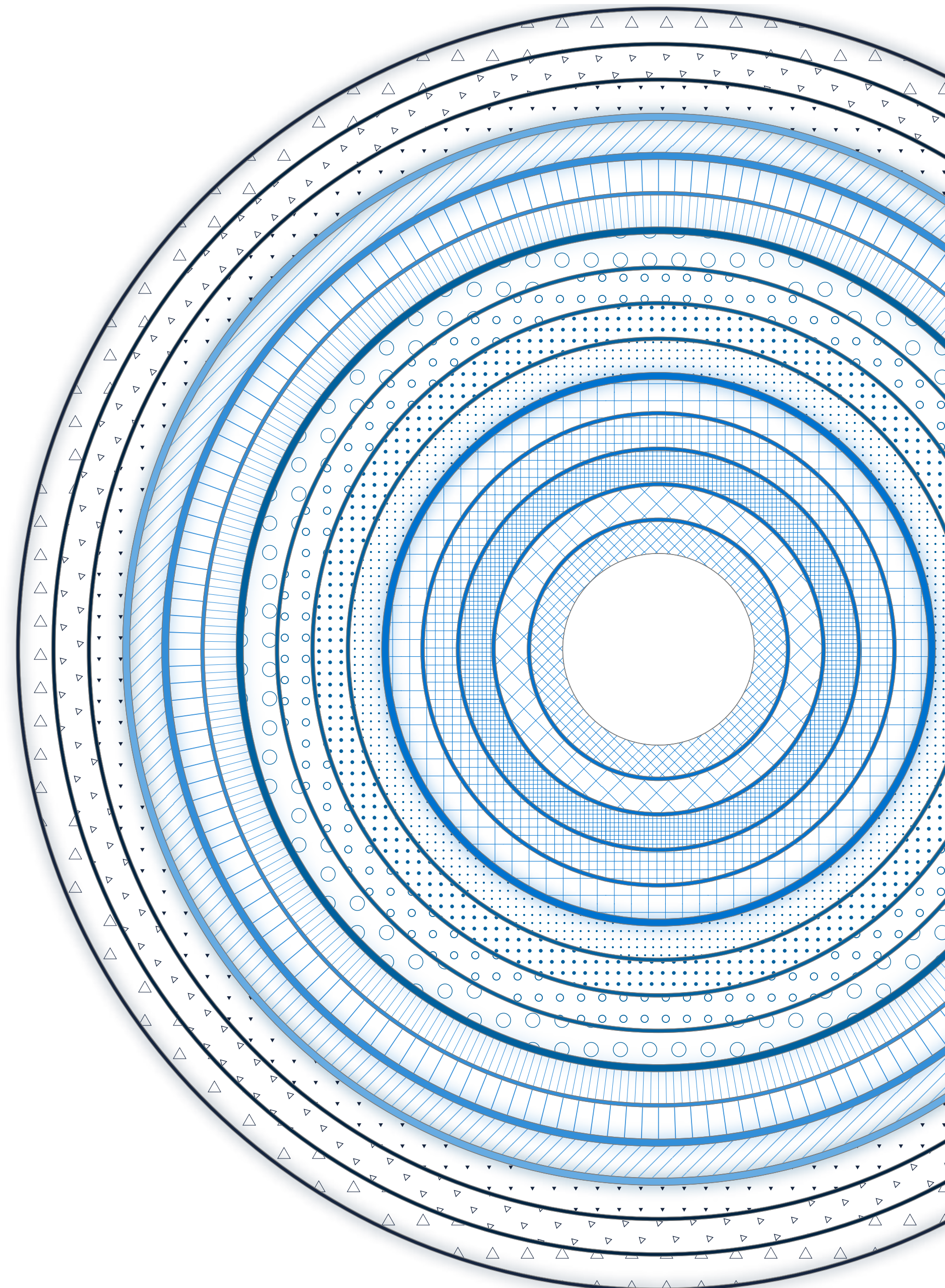
Our sustainability reporting suite

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



The Americas

Statement from leadership

As a trusted firm dedicated to delivering value and quality services, DLA Piper Americas continues to lead in the areas of Pro Bono and Diversity, Equity and Inclusion (DEI), and we remain focused on expanding our efforts in these areas.

We're also continuing to strengthen our internal and external efforts to tackle significant Environmental, Social, and Governance (ESG) issues facing our clients, our firm, and our people. While we continue to provide an array of services to our clients in these critical areas, we recognise our responsibility to drive impact that matters across the entire ESG spectrum to further our global mission and that of our clients. In this regard, we're expanding our environmental sustainability commitments with regular assessment and transparent reporting through the Carbon Disclosure Project (CDP) and the annual publication of a DLA Piper US Sustainability Report. In addition, we consistently work to strengthen our Sustainability and Environmental, Social and Governance offerings, sharing insights and best practices through our multinational ESG Task Force, to effectively guide clients through their own ESG transformations.

An unwavering commitment is crucial to creating a sustainable future for all, and we're excited by the opportunities to make an even greater impact within and outside our organisation.



Richard Chesley

Managing Partner of the Americas and Co-US Managing Partner, Chicago

Our offices in the Americas



38

DLA Piper offices in the Americas



4,124

people based in our Americas offices





Our people

Diversity in our American offices

27%
partners are women

37%
of new partner promotions across Americas were female

38%
lawyers are women

ASSOCIATE BONUS PROGRAMME

The firm modified its Associate Bonus Programme in 2022 to recognise the contributions lawyers make to DEI initiatives and their engagement in charitable activities. Associates may attribute up to 50 hours spent on DEI activities or on charitable and community service activities to meeting the firm's bonus requirements. This encourages associates to participate in DEI activities and to engage in volunteer activities in a significant way.

ADVANCING DEI THROUGH CLIENT ENGAGEMENT

The firm invites clients to engage with us on the following programmes and initiatives to extend the impact of the firm's DEI efforts. Some of these initiatives include:

The Raja Gaddipati Fellowship

The Raja Gaddipati Fellowship is an in-house pipeline initiative that offers undergraduate students insight into a large law firm environment. The six-week, full-time paid summer internship with the firm involves a combination of research projects, lectures, and direct mentoring. Students complete a rigorous application and interview process to compete for a limited number of seats. The fellowship is named in honour of our former partner, Raja Gaddipati, who was deeply involved in the community and engaged in the advancement of DLA Piper's DEI initiatives.

Black In-House Council (BIHC)

DLA Piper is a sponsor of Black In-House Counsel (BIHC), an organisation dedicated to increasing awareness of Black attorneys in Fortune 500 legal departments and AmLaw 100 law firms. BIHC is committed to forging a new path for Black attorneys through events, digital networks, and career development programmes. Our lawyers and our clients frequently serve as faculty for BIHC CLE programming and hosts for in-house counsel receptions across the country.

The Legal Mentor Network

Since 2021, the Legal Mentor Network has facilitated more than 1,000 mentorship relationships between law firm partners, business leaders and first-generation law students, diverse lawyers, and any junior lawyer or student seeking career support. The firm hosts networking events with the Legal Mentor Network, where mentees can interact with clients and gain mentorship opportunities.



Awards

- DLA Piper placed in the top ten list of the "Most Desirable Firm" in [Law 360's 2023 Lawyer Satisfaction Survey](#).
- Named to **Seramount (formerly Working Mother)'s Best Law Firms for Women** 11 times, most recently in 2022.
- Designated by the **Leadership Council on Leader Diversity** as both a 2022 Top Performer and 2022 Compass Award winner.
- Achieved **Mansfield 5.0 Certified Plus** status. This is the firm's fifth consecutive year achieving Mansfield Certified Plus status.

PRIORITISING EMPLOYEE WELLBEING ACROSS OUR AMERICAN OFFICES

Guide+Thrive Employee Assistance Programme

Across our American offices, we have the Guide+Thrive programme which includes access to a care concierge whose role involves assisting our people with accessing a range of health and wellbeing services. These include access to a wellness coach to help employees develop and reach their own wellbeing goals, work/life support with access to sourcing child and elder care, financial and legal experts and massage therapy reimbursement.

Through the programme, we also have onsite Thrive consultants currently covering nine offices in our major markets such as New York, Washington, D.C., and Northern California, with more planned this year.



In 2022, associates dedicated more than **1,200 hours** to DEI and community service

Our role in society

Our American offices investing in society



Over 117,000

pro bono and community engagement hours devoted in North America in 2022



11,000+

community service hours donated in 2022



An average of 56

pro bono hours per US lawyer in 2022



85%

of DLA Piper lawyers across the Americas were involved in pro bono in 2022

*The pro bono data disclosed is only representative of our North American offices, covering Canada, the US and Mexico.

In the US, our pro bono mission is to promote access to justice in our communities and around the world by advancing gender and racial equality, advocating for children, and combating hunger. Beyond the number of hours devoted to pro bono work, we define success by the positive impact we have on our communities and around the world and the engagement and dedication of our people to pro bono. We also believe that pro bono should be integrated into everything the firm does.



Awards

We've received over 250 awards over the past 10+ years for our work in the US. Recent highlights include:

- **The Global Partnership Award** from PILnet for our work with Afghan Women Judges;
- **Pro Bono Partner of the Year** from the Los Angeles Center for Law and Justice for our work supporting survivors of domestic violence;
- **US Law Firm Pro Bono Award** from Dell; and
- **Law Firm of the Year** from Inland County Legal Services for our work with low-income entrepreneurs.

New Perimeter

In 2005, DLA Piper established a ground-breaking international pro bono initiative, New Perimeter, a nonprofit affiliate of DLA Piper. [New Perimeter](#) provides long-term pro bono legal assistance in under-served regions globally to support access to justice, social and economic development, and sound legal institutions. It aims to support women's advancement as an overarching goal. New Perimeter has been working on creative solutions to the many problems aggravated by the pandemic, from food insecurity, women's access to justice, domestic violence and delivering legal services in rural areas remotely. New Perimeter continues to advance legal education and work to build the capacity of lawyers around the world.

Helping with climate change negotiations

New Perimeter aids the government of Georgia's Ministry of Environment and Natural Resources Protection to support the country's participation in international climate change negotiations, including the Conference of the Parties under the United Nations Framework Convention on Climate Change (UNFCCC). We provide Georgia with international legal counsel as well as on-the-ground support to advise on the complex legal and treaty texts at the negotiations. More than 40 attorneys from 15 global DLA Piper offices have participated in these efforts, advising Georgia on international action against climate change. DLA Piper spent more than 800 hours on this project in 2022.

Krantz Fellowship

This year marks the 12th anniversary of the Krantz Fellowship, a unique opportunity for two first-year associates to focus their first year of practice entirely on pro bono work. The Krantz Fellowship is named after retired partner Sheldon Krantz, who has dedicated much of his career to pro bono and public service and who is known for his mentorship of younger lawyers. To learn more about the Krantz Fellowship, [watch this video](#).

Advocating for children in Mexico

DLA Piper worked closely with the NGO Mexicanos Primero to guarantee funds for after-school services after the government attempted to cut back on education spending. The favourable outcome means that nearly 30 million children will be able to remain on school grounds for up to eight hours and be provided meals which will improve living conditions and the education experience of children in the outskirts and rural parts of Mexico. To learn more, click [here](#).

Serving vulnerable immigrants

We devote thousands of hours every year to helping vulnerable immigrants and their families seeking safety in the US. We represent clients fleeing war and violence, unaccompanied children and separated families. In the past year, our lawyers have responded to the call to help with the refugee crises caused by the conflicts in Afghanistan and Ukraine. We're proud to collaborate with members of the International Association of Women Judges, as well as our global pro bono team, to help Afghan women judges around the world. You can read more about this effort [here](#). We're also helping Ukrainians apply for Temporary Protective Status in the US.

Black and Indigenous Business Law Clinic

DLA Piper Canada's Black and Indigenous Business Law Clinic provides qualifying Black and Indigenous founders with corporate and commercial legal advice. The clinic focuses on common legal issues encountered by entrepreneurs and small business owners and runs business law education seminars to help first-time business owners and aspiring entrepreneurs understand risks as they start or grow their businesses.

Our environment

ESG strategy and governance

In 2022, the Americas Energy and Climate Committee (AECC) was created to serve as the ESG governance structure to advocate and support the actions, process, and policy changes required to improve efficiency and to reduce our carbon footprint. The AECC is comprised of stakeholders from across the organisation, including leadership, ESG Task Force leads, Office of General Counsel (OGC), and the firm's administrative departments. A major focus of the AECC in 2022-23 has been conducting an ESG baseline assessment for the Americas, to understand DLA Piper's current state with regard to various ESG topics and to lay the foundation for strengthening the firm's ESG programme overall.

Greenhouse gas emissions

Following DLA Piper International's Science Based Targets initiative (SBTi) commitment and target validation, DLA Piper Americas also started to align our greenhouse gas emission reduction initiatives with a science-based target approach. We have completed baseline emissions calculations for May 2019-April 2020 as part of the firm's global carbon footprint baseline assessment, and DLA Piper US is working on an updated greenhouse gas inventory of its Scope 1, 2, and 3 emissions for 2022. The operational areas with the greatest amount of carbon emissions were identified in travel, real estate operations, and procurement. As a result, the firm has identified potential emission reduction opportunities and is actively engaged in Scope 2 and 3 Initiatives to begin to address these sources of emissions, while furthering developing its decarbonisation programme for the Americas.

Environmental education and engagement

At the DLA Piper Americas Conference in June 2022, our lawyers learned how we are operationalising ESG internally and how our own ESG performance matters to our clients. Approximately 1,500 lawyers attended the conference. In November 2022, several partners and associates from the Americas also represented the firm at the 27th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP27). DLA Piper is the only law firm that formally represents a sovereign party in negotiations under the United Nations Framework Convention on Climate Change, and our presence at every COP since Doha in 2012 has given us unique access to and understanding of the dynamics that shape global climate policy.

Memberships and certifications

ISO 14001

DLA Piper is certified to the ISO 14001 standard globally, recognising our adherence to a robust environmental management system for our offices. In 2022, DLA Piper Chile, DLA Piper Brazil, and several offices in DLA Piper Canada successfully completed their ISO 14001 audits.

Law Firm Sustainability Network (LFSN)

DLA Piper US is a member of the LFSN, a nonprofit organisation of law firms and legal departments committed to promoting the benefits of environmental sustainability and corporate social responsibility within their firms and throughout the legal industry.

World Benchmarking Alliance (WBA)

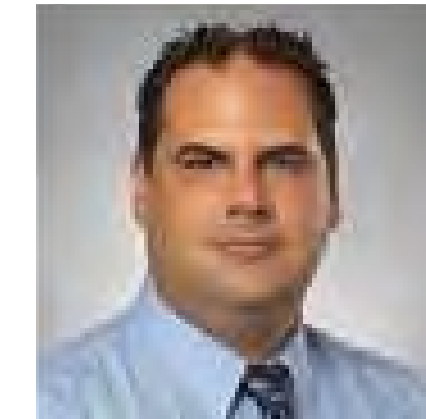
DLA Piper was the first law firm to join the WBA. The WBA supports businesses in their commitment to the United Nations' Sustainable Development Goals (SDGs) by developing free and publicly available benchmarks to measure progress against.

United Nations Global Compact (UNGC)

DLA Piper Brazil became a signatory to the United Nations Global Compact in July 2022. The UNGC is the largest global corporate sustainability initiative and calls on its members to align their strategies and operations with Ten Universal Principles on human rights, labour, the environment, and anti-corruption.

Americas contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in the Americas, please get in touch.



Scott Mendoza

Manager, Operations, San Diego
scott.mendoza@us.dlapiper.com

Asia

Statement from leadership

While COVID-19 has captured much of the attention in Asia over the last year, government and business attention is shifting more towards long-term issues and ESG. Asia is one of the world's regions that is most vulnerable to climate change.

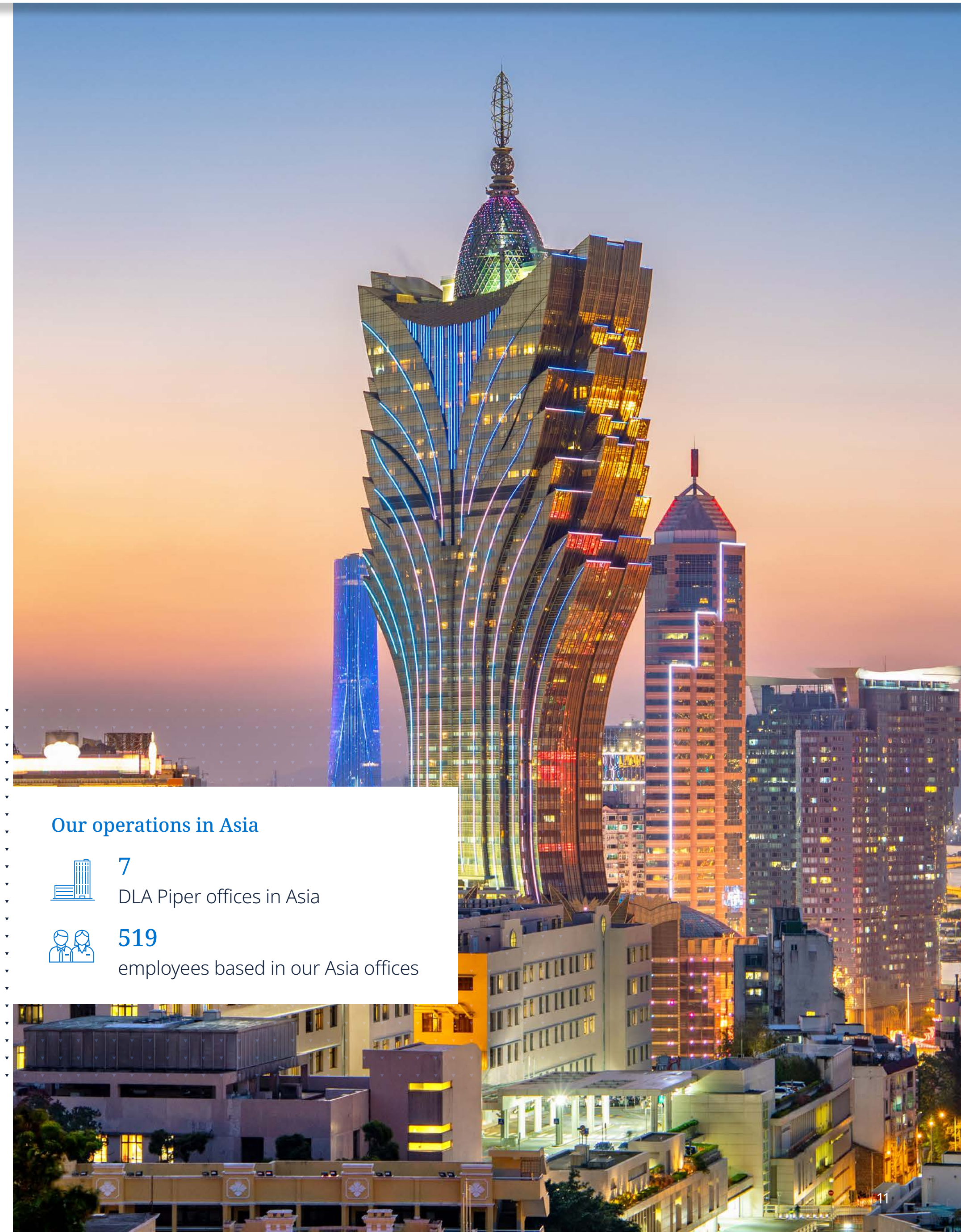
In Asia we're seeing growing interest in clean energy, green finance, supply chain due diligence and corporate governance. Large Asian businesses are increasingly focused on potential opportunities in these areas as well as the risk of liability from legislation in the US and Europe, increasing legislation and government guidance in Asia and corporate disclosure. We're also seeing increasing focus from MNCs on ESG compliance in Asia. Work is underway across Asia on net zero commitments and national/region-level transition roadmaps, developing taxonomies, developing carbon markets, corporate disclosures, fund descriptions and ESG regulation.

Over the past year, we've focused on integrating ESG into the way we think about the business, from strategy to action. ESG is built in as a key part of our business strategy, both in terms of how our business can support our clients to achieve their ESG goals, manage risks and create opportunities, and how we as a firm in Asia meet our own ESG commitments. Core to this is shaping an environment for our people, our clients and our community to have meaningful ESG impact. These internal and external ESG goals are central to our business objectives.

Our teams, from junior to senior lawyers, are focused on how we adapt and use our services to support clients in the ESG space. We've also hired people in the areas of sustainability, ESG and DEI to support both our internal actions and the engagement and collaborations we have between our own ESG activities and those of our clients. We believe this is an area where we can engage with our clients to have a real impact.



Satpal Gobindpuri
Regional Managing Partner for Asia, Hong Kong



Our operations in Asia

 **7**
DLA Piper offices in Asia

 **519**
employees based in our Asia offices



Our people

SUPPORTING MARRIAGE EQUALITY

Hong Kong and Japan

In Hong Kong, we're one of the supporting organisations of Equal Love, a campaign representing Hong Kong Marriage Equality, Pink Alliance, Hong Kong Gay and Lesbian Attorneys (HKGALA) and Interbank and Community Business to rally support for marriage equality in Hong Kong's business community.

In March 2023, a senior Associate from our Tokyo office represented Lawyers for LGBT+ and Allies Network in Japan (LLAN) at the Pride 7 Summit in Tokyo. Pride 7 is a newly launched G7 engagement group dedicated to protecting sexual minorities. Currently Japan is the only G7 country that does not legally recognise same-sex marriage.

SPOTLIGHTING FEMALE VOICES

Asia-wide

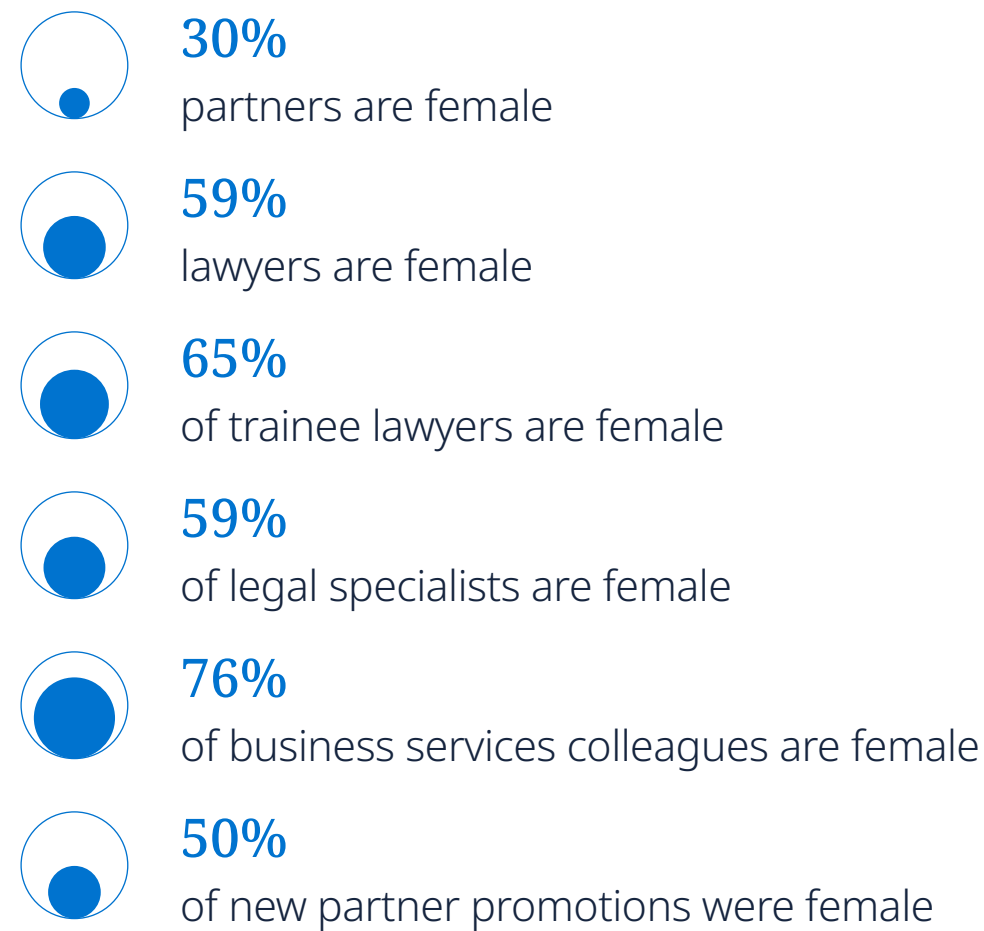
During International Women's Day (IWD) 2023, our offices across the region organised a varied programme of activities to celebrate IWD.

Thailand celebrated IWD by hosting a panel discussion that welcomed some of the firm's female partners alongside other prominent speakers from across the legal sector in Asia, and also partnered with an international NGO, Arbitral Women to host an event for the firm.

Our local LAW (our employee network for gender diversity) committee in Japan arranged a lunch where colleagues were invited to share their thoughts and ideas on how to drive gender equity in our Tokyo office.

Singapore also hosted an event to discuss the set-up of Women in Law Singapore (WILSG) with a special guest, Alison Tsai – co-founder of Women in Law Hong Kong (WILHK), sharing her insights on how the Hong Kong network has evolved and the difference it has made.

Diversity in our Asia offices in 2023



PRIORITISING EMPLOYEE WELLBEING

Asia-wide

Our Asia offices sponsored Wellbeing at Work Week, which gives confidential access to tools, training and exercises to support our people's mental wellbeing. We held several internal virtual events, including 'Laughter Yoga' and 'Breaking the Menopause Taboo at work' as well as local activities in our Asia offices.

Our Hong Kong office continues to support the Green Ribbon Campaign, which aims to support individuals and their families affected by mental health conditions.

PROMOTING TEAM SPORTS

Hong Kong

Team sports can help develop a wide range of skills and attitudes, and in Hong Kong, our colleagues are part of the DLA Piper Hong Kong basketball team. In May 2022, for the third consecutive year the basketball team joined the 3-on-3 charity basketball tournament organised by InspiringHK Sports Foundation (IHK Sports), a charity providing professional training and competitive sports opportunities for disadvantaged young people. During the tournament the team competed against Gaw Capital, Link Asset Management, United Overseas Bank and Adidas, raising over HK20,000 for IHL Sports in the process.

“Like music and arts, sport is a universal language. Being on the DLA Piper Basketball team, I can see how sport can bring people from diverse backgrounds together. Apart from the excitement of the sport itself, through the charitable tournament we joined, we helped promote equal learning opportunities, gender equality, social inclusion and healthy lifestyle.”

KC Tai

Of Counsel, Hong Kong

DLA Piper Hong Kong can also be found on the water with the DLA Piper Dragon Boat team representing the firm. The team advanced to the Gold Cup Final (the highest tier of finals in the Stanley Dragon Boat Championships) for the first time since the team was set up in 2010, and ranked 4th in the Stanley Dragon Boat Championships in 2022.

Our role in society

Our Asia offices investing in society in 2022



4,267

hours of pro bono completed by our lawyers across Asia



26

hours on average of pro bono worked by our colleagues in Asia



6

Head Start Scholars supported in China

PREPARING THE NEXT GENERATION OF LAWYERS

Asia-wide

To narrow the gap for access to justice, we expanded the DLA Piper APAC Legal Futures programme to Asia in 2022. The initiative aims to train and equip experienced lawyers with a strong understanding of their professional and ethical duties to provide pro bono services to their local communities, particularly in developing jurisdictions. We expanded the programme to Asia after identifying insufficient availability of infrastructure and training resources to support the professional development of lawyers in many Asian countries.

In July 2022, we launched the first online practical legal skills course in Indonesia with the Indonesian Society for International Law. Fifteen law students from different universities in Indonesia participated. The teaching group involved DLA Piper lawyers from Melbourne, Sydney, Hong Kong and Singapore and a lawyer from General Electric. In August, we partnered with BABSEACLE and the Asian Law Students Association to deliver a legal education and practical skills course to over 30 students, primarily from universities in Myanmar, with a small number of students from Malaysia and the Philippines.

WALKING HAND IN HAND WITH REFUGEES

Hong Kong and Japan

We provide pro bono representation to asylum seekers in Hong Kong and Japan. Our lawyers help draft asylum claims and represent asylum seekers before local authorities to ensure assessments are successful. We also support refugees in increasing their employability.

In December 2022 DLA Piper and Dignity for Children and Zurich partnered to run three virtual education sessions for young people from refugee families living in Malaysia. The sessions focused on enhancing their employability and preparing them for tertiary education.

Our Tokyo office joined other DLA Piper offices to provide immediate responses to the Ukrainian refugee crisis. Our Tokyo lawyers have also been providing pro bono services to Stand with Ukraine Japan since March 2023. Stand with Ukraine Japan is a non-profit organisation established in the summer of 2022 to support Ukraine through fundraising, helping Ukrainian refugees in Japan and sending humanitarian aid to Ukraine.

JUSTICE FOR SURVIVORS OF SEXUAL VIOLENCE

Hong Kong

In Hong Kong, DLA Piper supports [RainLily](#), Hong Kong's first sexual violence crisis centre. Since 2017, DLA Piper lawyers have provided around 500 pro bono hours each year to the RainLily crisis centre, helping to provide access to justice for survivors of sexual harassment and sexual violence. Many RainLily clients have no other avenue to legal assistance.

As a leading volunteer law firm of the RainLily Legal Clinic, we also work closely with RainLily to support lawyers and social workers to provide better pro bono services to the survivors of sexual violence through sharing best practice in training sessions. We also contribute to RainLily's public education projects to raise awareness of anti-sexual harassment laws in Hong Kong.



Pro bono awards

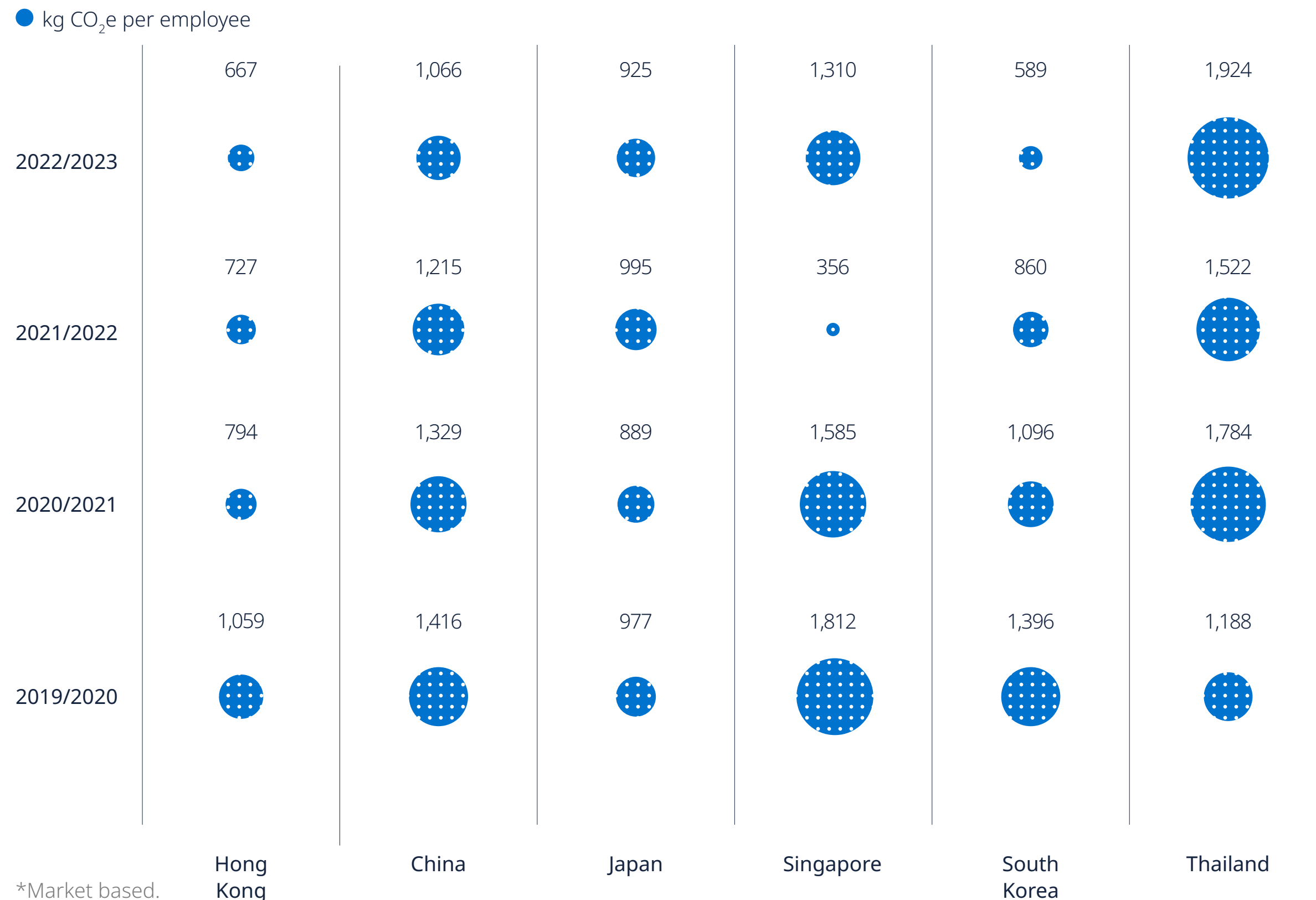
In 2022, The Hong Kong office won several awards in the Law Society's Pro Bono and Community Work Recognition Programme. We were awarded the Silver Law Firm Award for pro bono work which included our contribution to the RainLily Legal Clinic, support for asylum seekers and refugees in Hong Kong, and projects paving the road to a more sustainable future. Additionally, 15 Hong Kong office colleagues won individual awards, including the Young Lawyer Special Award for a solicitor in Hong Kong with five years of PQE or below that provided the highest number of pro bono hours.

We also received the Powered by Pro Bono Award at the 2022 TrustLaw Awards for our partnership with Smart Air, a social enterprise that focuses on protecting people from the harms of air pollution. Since 2013, it has produced low-cost air purifiers, masks and other tools for over 100,000 people in more than 30 countries. Our Beijing and Sydney offices advised Smart Air on intellectual property rights protection in China and Australia. Social enterprises and NGOs often find it financially challenging to seek advice to navigate legal regulations and deal with complicated and technical legal matters. Offering pro bono assistance to social enterprises with scarce and limited budgets can allow them to focus on their mission and expand the scale of their projects to maximise their social impact.

Our environment

Our Asia 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.

Asia Scope 1 and 2 emissions per person*



USING LESS ENERGY PER PERSON

Our Asia offices have reduced the emissions per person associated with their energy use by 15% on average. South Korea and Hong Kong have achieved the biggest reductions in energy use-related emissions per person since 2019.

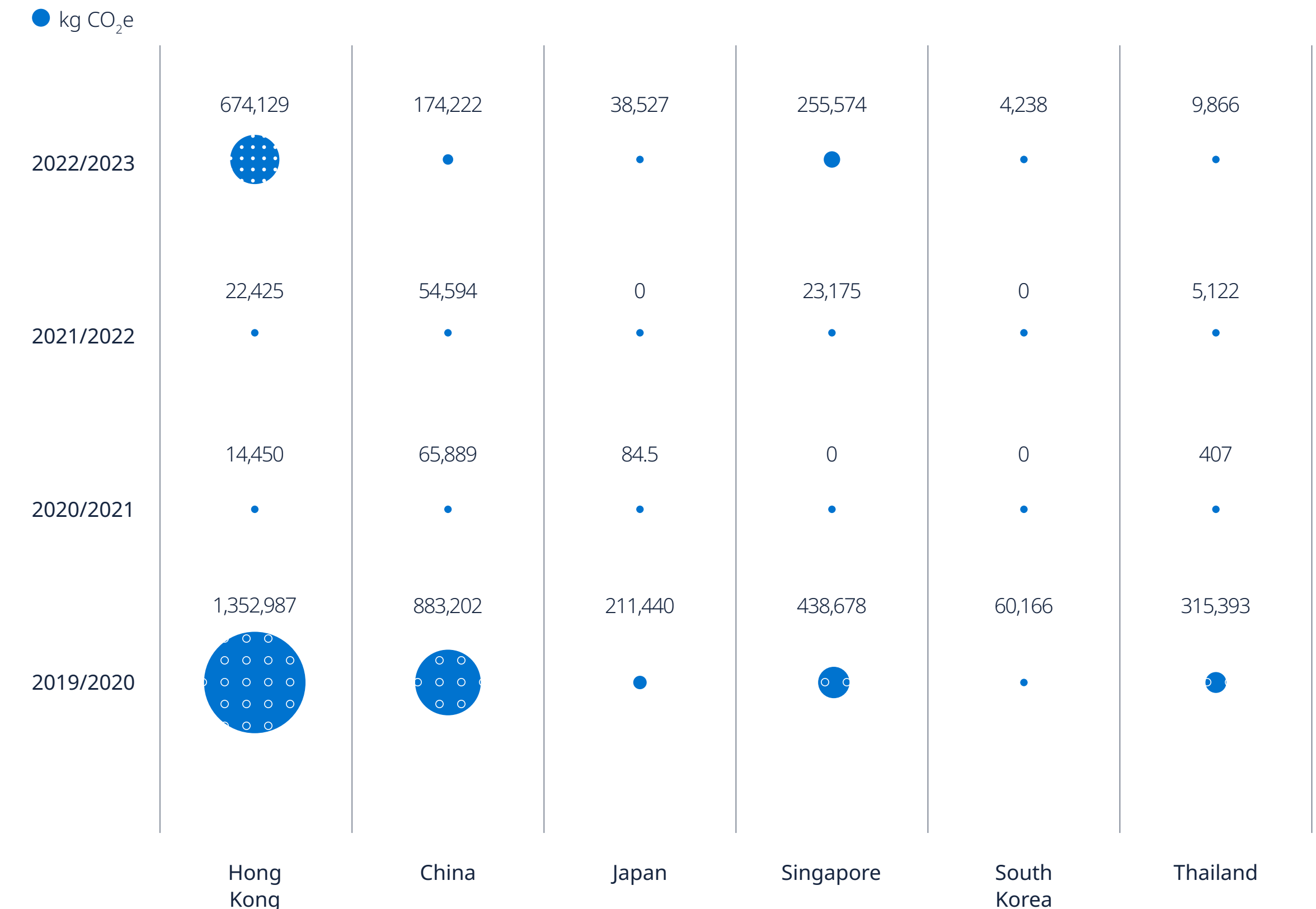
See the chart below for a country-level breakdown of energy use-related emissions per person in our Asia offices.

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 Asia rose to 35% 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](#).

Asia business travel emissions



Climate-focused pro bono

Connecting the business sector and civil society to develop innovative climate solutions

In March, the Hong Kong Corporate team co-hosted a webinar with Marsh on the role of insurance in mitigating damages caused by climate change. We spoke to around 30 participants from across civil society and the finance sector in the Asia Pacific region. The webinar explored the role the insurance sector can play in tackling climate risks and advancing climate resilience through engagement with civil society and corporate actors.

Our work with the Clean Air Network

We worked with the [Clean Air Network](#) in conducting comparative legal research on indoor air quality. The aim of our study was to help a local client obtain a baseline understanding of air pollution reporting and monitoring in Hong Kong and the legal/policy framework in comparison jurisdictions, including France and the UK.

WWF – Hong Kong

We conducted legal research for WWF – Hong Kong in relation to environmental impact assessments, which is an important process for all stakeholders for predicting future environmental impacts of development projects and for making optimal decisions.

Promoting climate resilience with the Chancery Lane Project

Our team in Hong Kong and China are also working with the [Chancery Lane Project](#) to draft template clauses to promote climate resilience in commercial projects.

Asia contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in Asia, please get in touch.



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Heng Loong Cheong

Partner, Corporate, Hong Kong
hengloong.cheong@dlapiper.com



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.

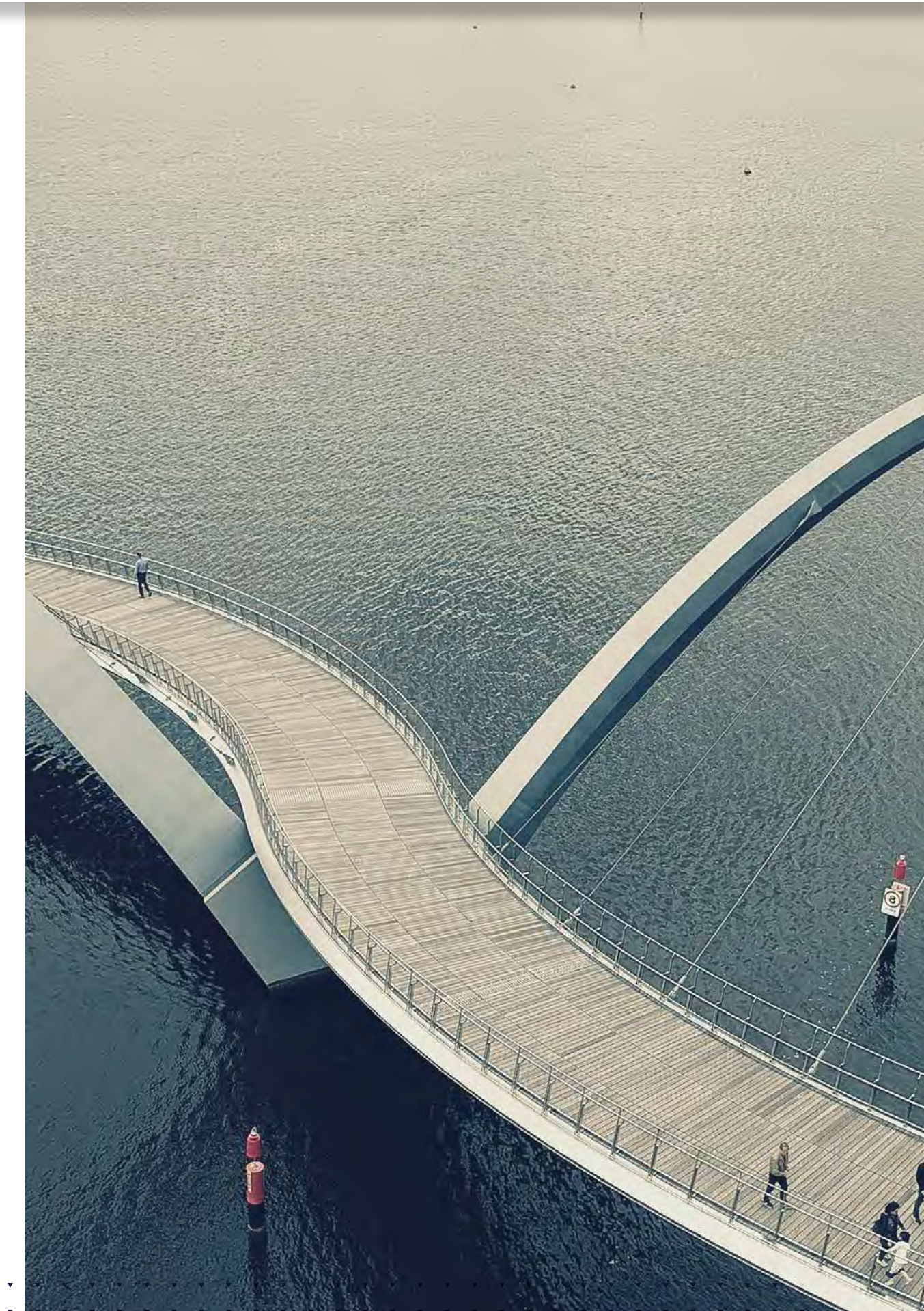
The extension of our Head Start programme to Wellington in 2022 has been a particular highlight. We welcomed two new students to the multi-year programme which aims to improve social mobility and break down barriers faced by underrepresented groups when entering the legal profession. Additionally, we 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

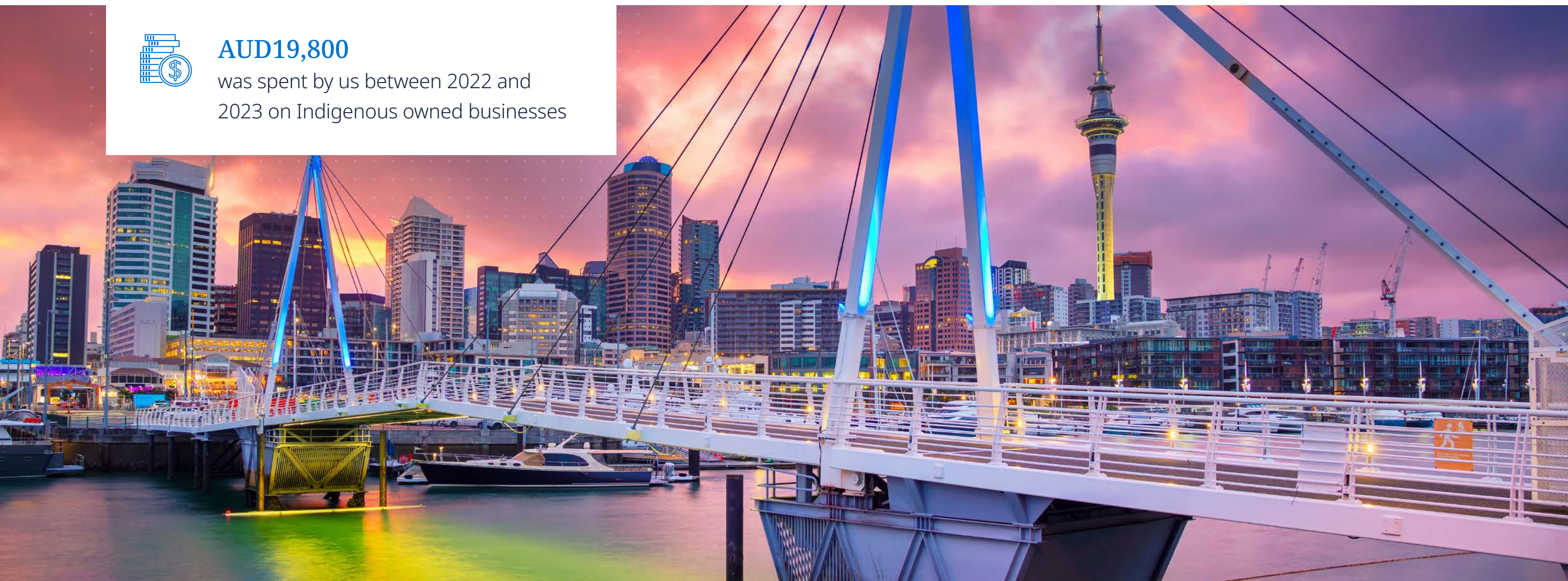
In 2022 we redefined our DEI Committees to increase impact through concentrated effort and alignment with our ESG focus areas. A Responsible Business Committee oversees sub-committees who drive a range of initiatives to foster an inclusive workplace. Some initiatives implemented in 2022 include:

- **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.

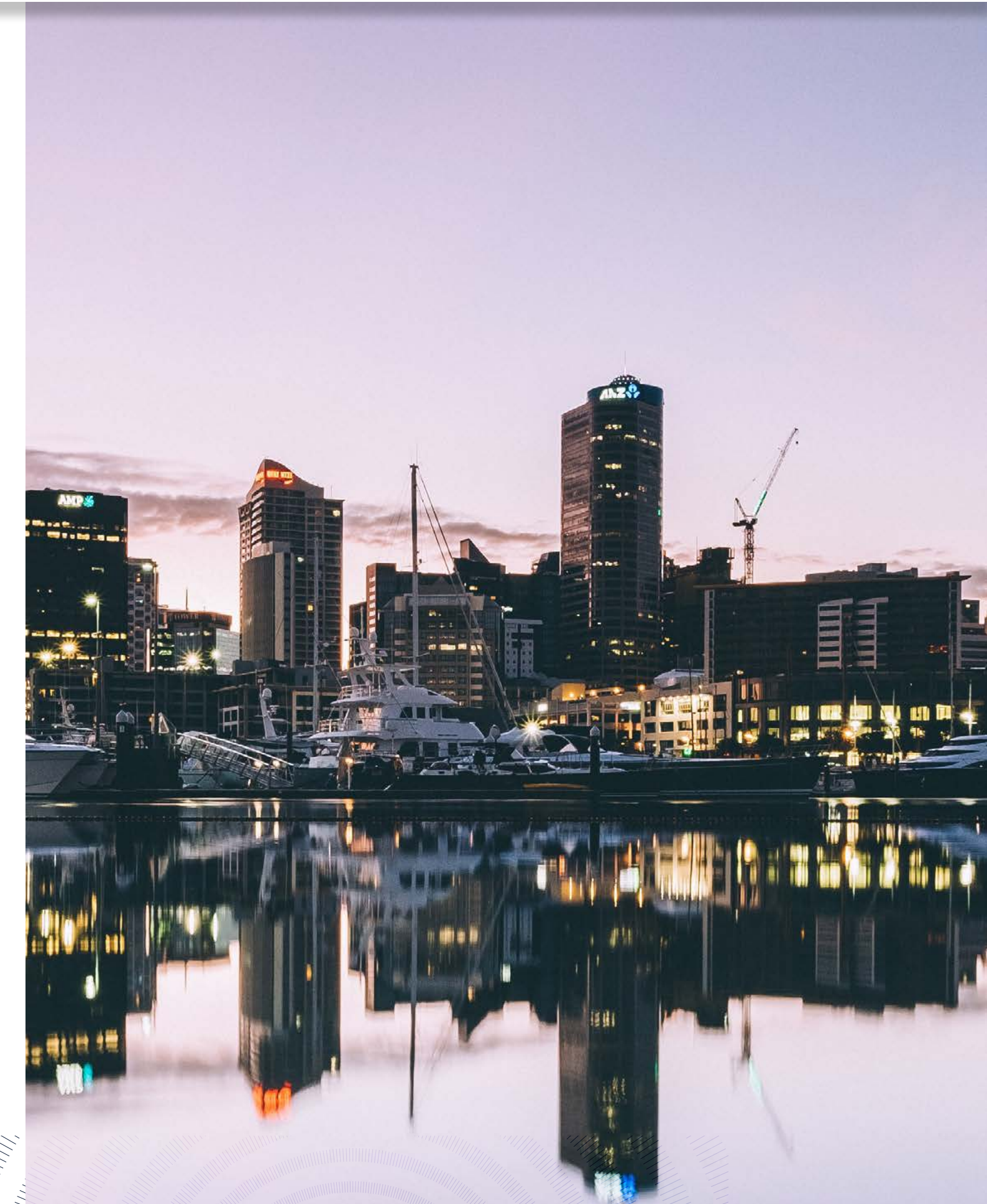
WALLUMATTA LEGAL: INCREASING ACCESS TO JUSTICE

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



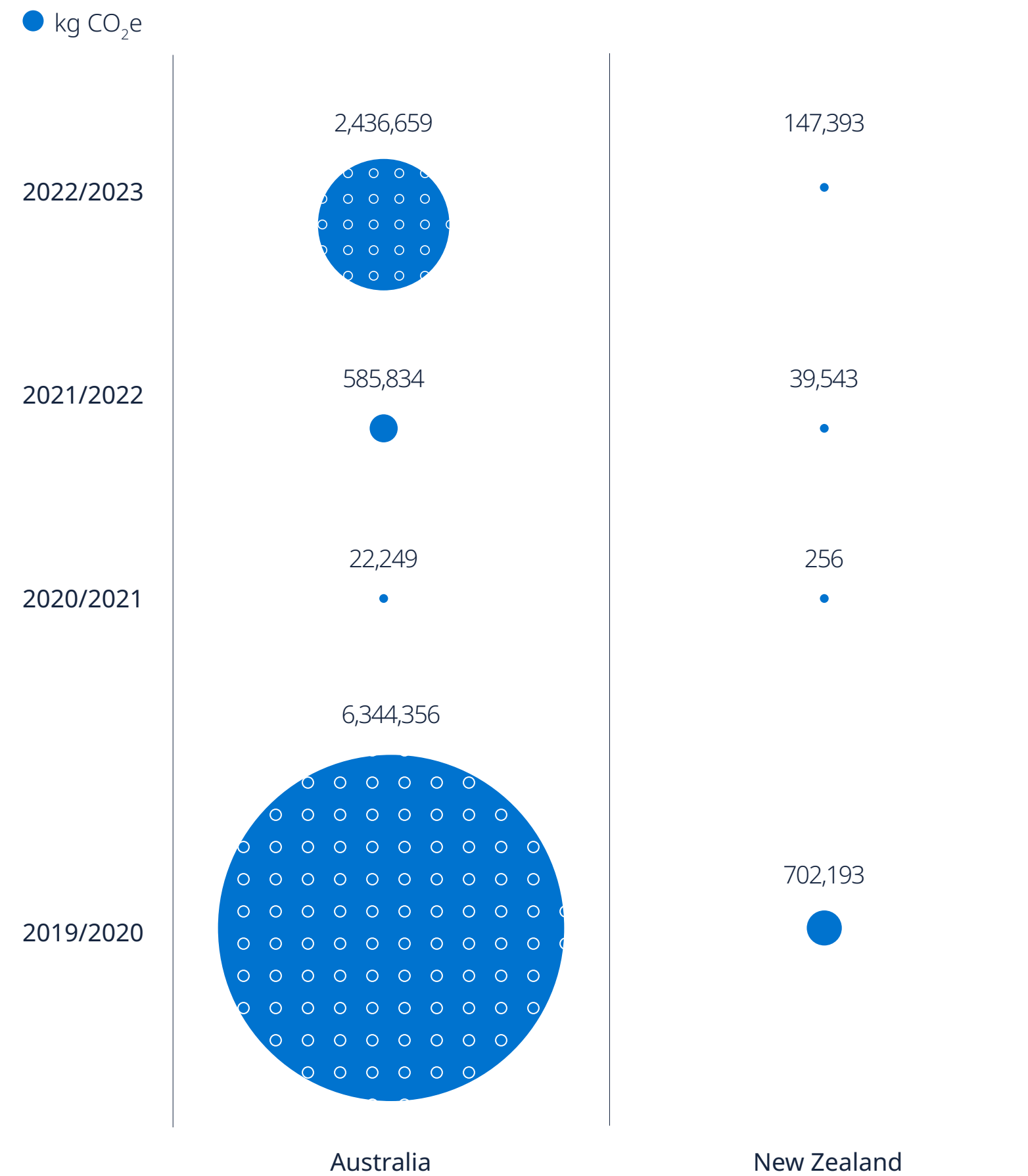


REDUCING BUSINESS TRAVEL EMISSIONS

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.



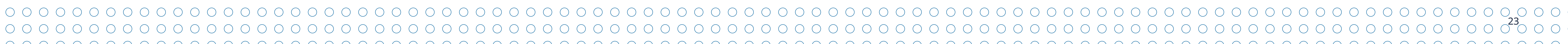
Natalie Caton

Partner, Litigation & Regulatory, Australia
natalie.caton@dlapiper.com



Laura Scampion

Office Managing Partner, New Zealand
laura.scampion@dlapiper.com



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

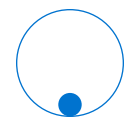
43%
of our employees and partners
are based in our European offices

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

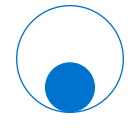


Our people

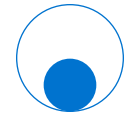
Diversity in our European offices in 2022-23



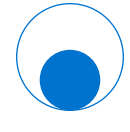
23% partners are female



48% of new partner promotions were female



50% of lawyers are female



57% of trainee lawyers are female



72% of business services colleagues are female

DEI SPEAKER SERIES

Sweden

We hold quarterly internal seminars around the topics of DEI, providing 30-minute information sessions for all our employees. Inspiring speakers from different organisations are invited to a discussion together with Partners at the firm with a different theme for each session. For example, we hosted a DEI Talks event which included a panel event with an Associate at DLA Piper and the CEO of a large insurance company in Sweden. Discussions revolved around leadership and culture and the driving force for bringing change and equality into a business.

TOWARDS MORE ACCESSIBLE OFFICE SPACES

Italy

As part of our Ability initiatives, the Rome and Milan offices undertook an independent third-party accessibility audit of the structures' potential obstacles for individuals with special needs.

The audit will evaluate the offices' accessibility, considering the impact of architectural and/or technological impairments. The project also aims to identify potential solutions to be implemented to guarantee our offices are accessible for all colleagues and clients.

CONTRIBUTING TO THE EU'S WORK-LIFE BALANCE DIRECTIVE

Poland

In March 2022, our LAW network in Poland launched their DEI Manifesto, declaring their commitment to creating an organisation based on respect and equal opportunities. As part of this commitment, colleagues in our Warsaw office helped to co-author a [report](#) with the UN Global Compact and the Share the Care Foundation on new leave requirements for working parents and caregivers under the Work-Life Balance Directive in Europe.

The Work-Life Balance Directive aims to achieve equality between women and men in terms of employability and treatment in the workplace by making it easier for parents or caregivers to balance work and family life. Our contribution to the report includes a description of the directive and current solutions under Polish law, as well as a comparative analysis of leave for working parents in selected Member States.

NORDIC SECONDMENT WEEK

Nordic regions

Our Nordic firms offer a collaborative cross-border working environment for employees and Partners and our Nordic Secondment Week is a unique opportunity for our people to get to know their Nordic colleagues and local practice groups through a structured secondment experience.

“One of the reasons why I started my career at DLA Piper after my studies is that the firm can offer something no other Norwegian law firm can – a large global network and international cooperation across different jurisdictions. Participating in the Nordic secondment programme is a great opportunity to build your network and friendships across borders. I strongly believe that this is something both myself and my clients can benefit from.”

Johan André Eikrem
Associate, Oslo

COACHING FOR JUNIOR LAWYERS

Belgium

For many young lawyers starting out in their careers, the transition from studying to employment can be a challenging one. However, with the right attention and support, many uncertainties and questions can be resolved at an early stage, improving retention rates. As part of efforts to improve the retention of lawyers, our Brussels office began offering graduates “Open Office Hours” coaching sessions as part of a partnership with [Growthlab](#). Graduates can book sessions directly with a designated coach in complete confidentiality.

The programme has been highly successful and we will now offer the opportunity to new starters from September and to any lawyers that have joined the firm since the pandemic.

“The individual coaching session with Maite immediately felt very familiar. This allowed us to go in-depth immediately, which meant that a lot was covered in a relatively short time. The conversation was very positive and enriching, especially given several new insights Maite managed to provide.”

Junior Lawyer at DLA Piper

“Growthlab has helped me make the most of my free time alongside work, both through the group session and further guidance in the private session. I come to work relaxed and recharged.”

Junior Lawyer at DLA Piper

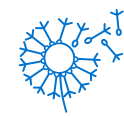
GERMAN PRO BONO INTERNSHIP SCHEME

Germany

In Germany our lawyers are increasingly committed to pro bono work and are keen to promote public interest litigation. To help further the expanding culture of pro bono, we have introduced a pro bono internship programme amongst trainees who are doing a seat with a commercial team for more than 3 months. The chosen intern amongst the practices, gets a chance to spend a month with a European pro bono team member (either in Paris or Belgium) doing pro bono work. During their pro bono seat, interns undertake research on human rights law, support the development and implementation of pro bono projects and participate in the planning of pro bono events and conferences. They gain valuable insight into DLA Piper's pro bono practice.

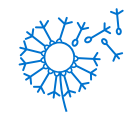
Our role in society

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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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.

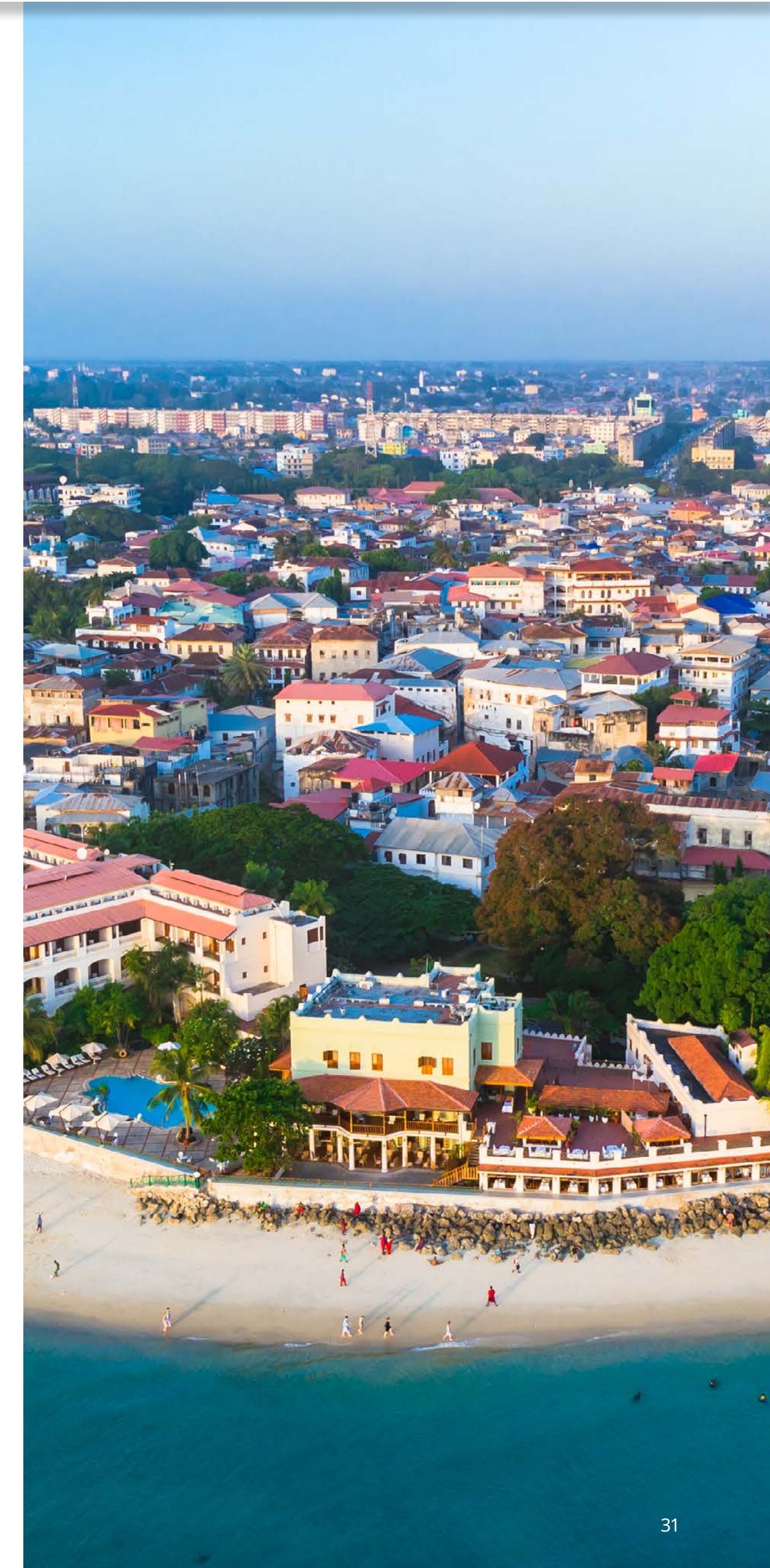
Through the firm's Responsible Business programmes we continue to increase the engagement of our own people in ESG initiatives. Our pro bono practice is aligned with our firm-wide ESG approach and strategically focused on supporting the development of sustainable responses to climate change, addressing 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.

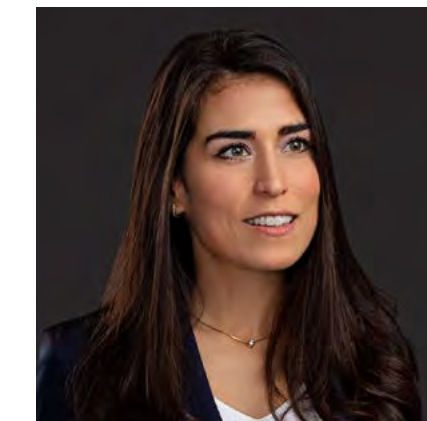
Our industry is slow to change and law firms are complex organisations. I see DLA Piper as being different in that it is extremely progressive in its approach to embracing change – coming from the very top of our leadership. While it's easy to pay lip service to a cause while continuing old practices, 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.

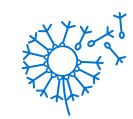


Mona Lemp
Legal Director, Dubai



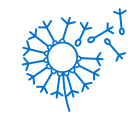
Our role in society

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

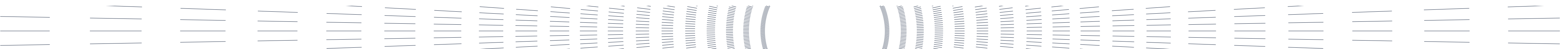
Region-wide

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.

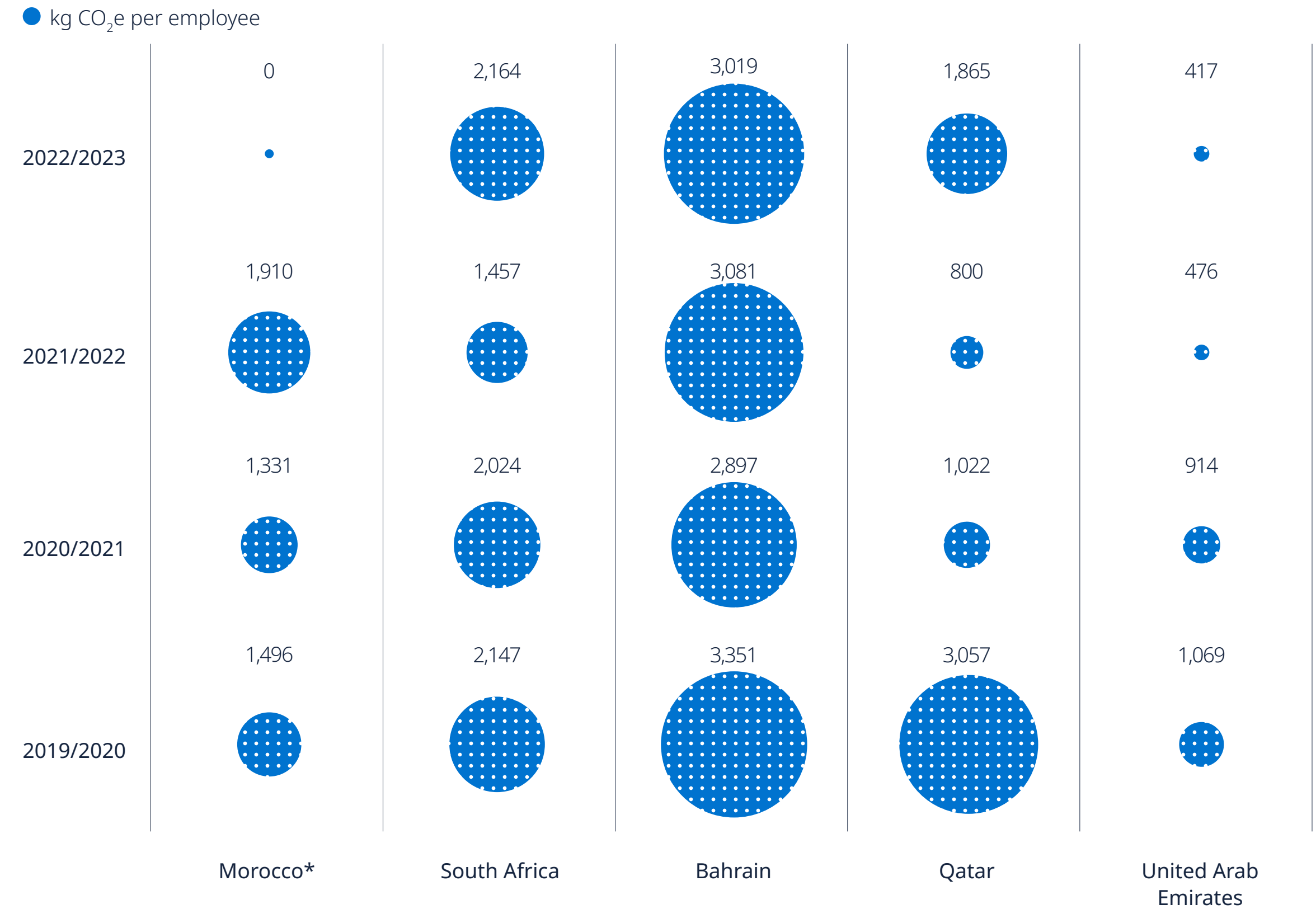


USING LESS ENERGY PER PERSON

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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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



APPRENTICESHIPS: PATHWAYS TO OPPORTUNITY

UK

DLA Piper has provided apprenticeships in the UK for several years, opening up career opportunities in law for talented individuals from a wide range of backgrounds. Read more about the experience of two recent UK apprentices on this page.

“Our sixth-year students were delighted to visit DLA Piper offices in March and to have the opportunity to immerse themselves in what will hopefully be their future careers. Students heard from different areas of the team and had an opportunity to ask their burning questions, which included everything from what an average day as a solicitor is like to how hard the FE1s are. This day filled students with motivation ahead of their Leaving Certificate to continue to excel so they can reach their goals. Who knows, maybe in ten years they’ll be the ones giving the talks!”

Jen Maguire Donohoe

Student Development Coordinator,
Trinity Access Programmes

Matt Kidd, Business Services apprentice, Manchester

One of our original property and workplace apprentices, Matt, completed his apprenticeship with 100% distinction and has now taken up a second apprenticeship as part of the new Service Delivery apprenticeship cohort who will be starting in the Leeds office this September. This includes studying a four-year degree in Project Management whilst working for our Service Delivery team.

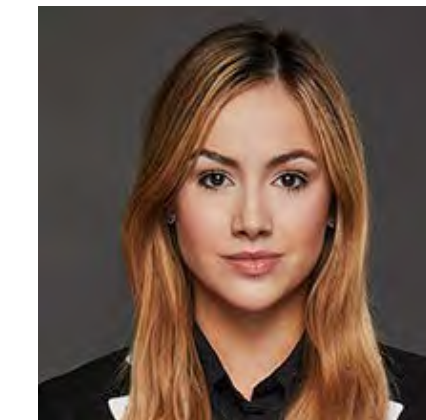
“When I left the navy after a four-year term, I wasn’t sure what I wanted to do – I just knew I wanted a more normal job. I saw an online ad for a Property and Workplace apprenticeship at DLA Piper and thought I’d give it a go. It turned out to be one of the best decisions I’ve ever made. Initially it was daunting, but I found that my time in the navy had given me a lot of transferable skills and experience that I can apply here at DLA Piper. I was also really well supported, both by the programme leader and mentors and by line managers. When you show passion and commitment, it’s easy to get all the information and advice you need. Basically, if you’re keen to learn, they’re keen to teach.”



Isabell Pearson, Paralegals apprentice, London

Isabell was a team admin apprentice in the Employment secretarial hub. She completed her scheme with a distinction and is now a paralegal in the Employment team while studying her law degree.

“When I was younger, I’d considered a career in law, but I’d always doubted whether I had what it takes. Doing an apprenticeship was a way of testing the waters to see if I would enjoy life in a firm. The programme was a great experience. I’ve gotten to know partners and legal directors well, and they’ve been super supportive in listening to my ambitions, building my confidence and guiding my career. As someone who is doing a degree while working in a law firm, I know that studying can only teach you so much – there are skills that you can only pick up by doing actual work in a real legal environment.”



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.

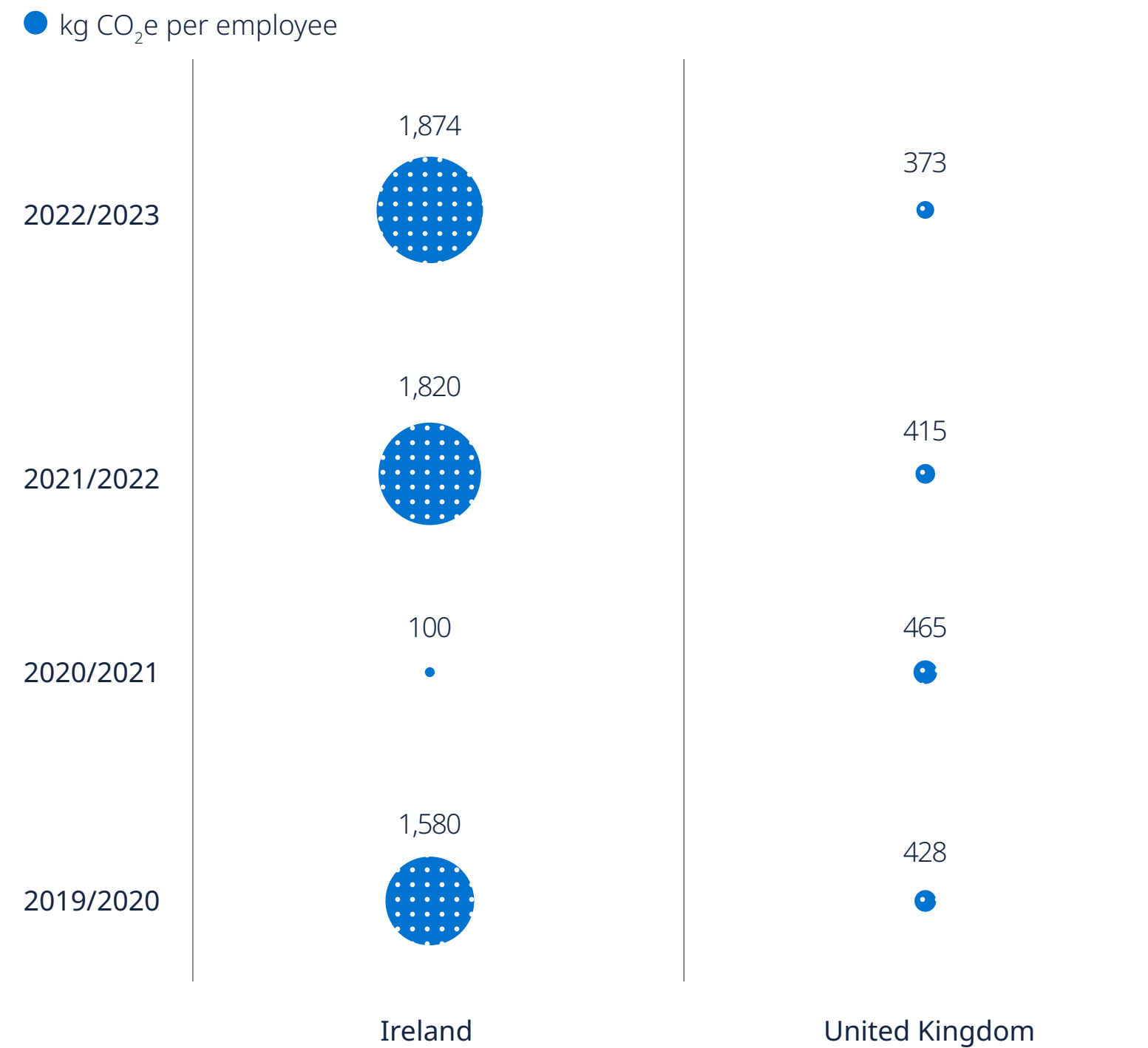
See the chart to the right for a country-level breakdown of energy use-related emissions per person in our offices across the UK and Ireland.

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

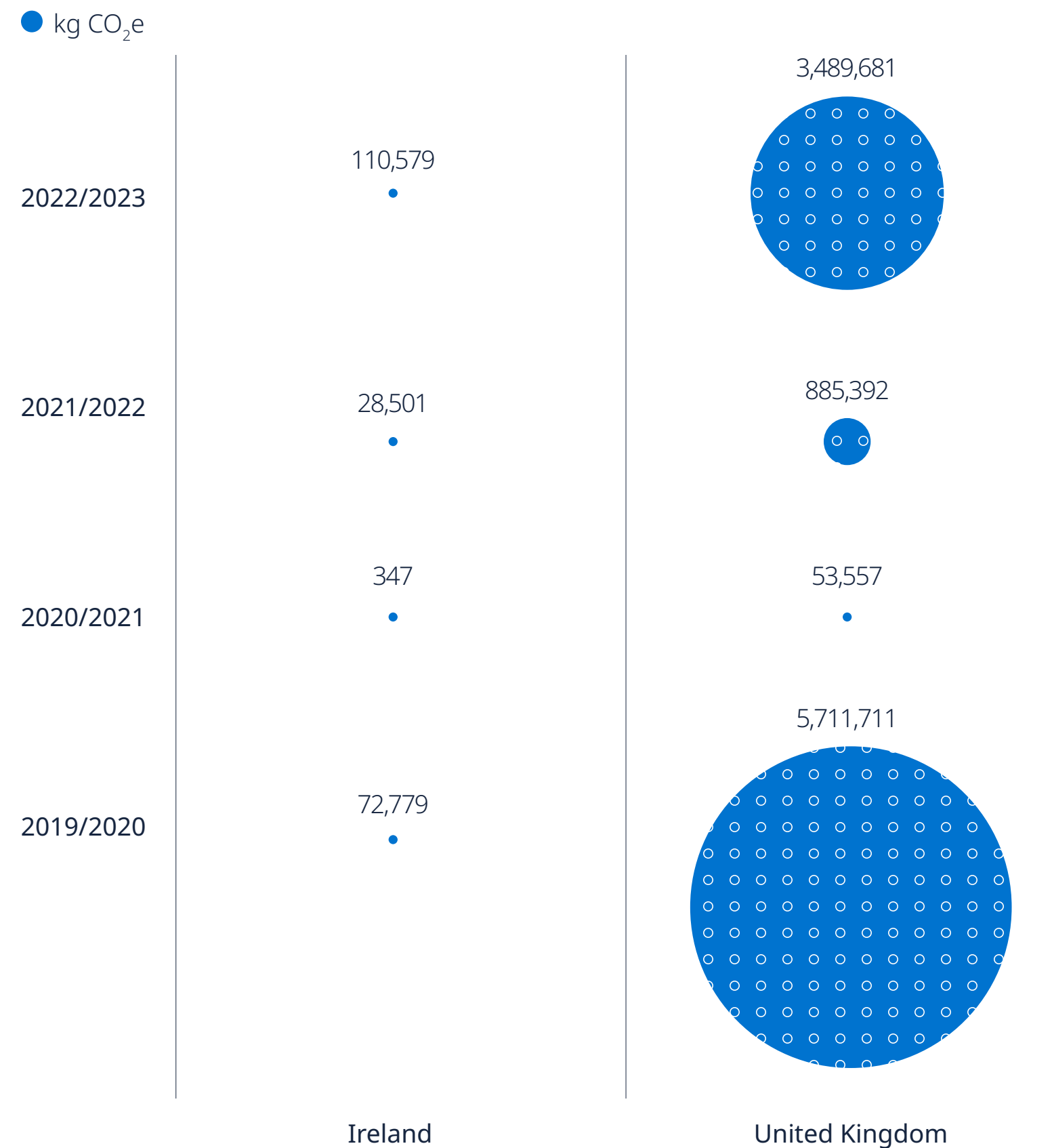
50 of our people certified as Carbon Literate by the Carbon Literacy Project

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 with any comments or questions.



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Senior Sustainability and ESG Analyst

