

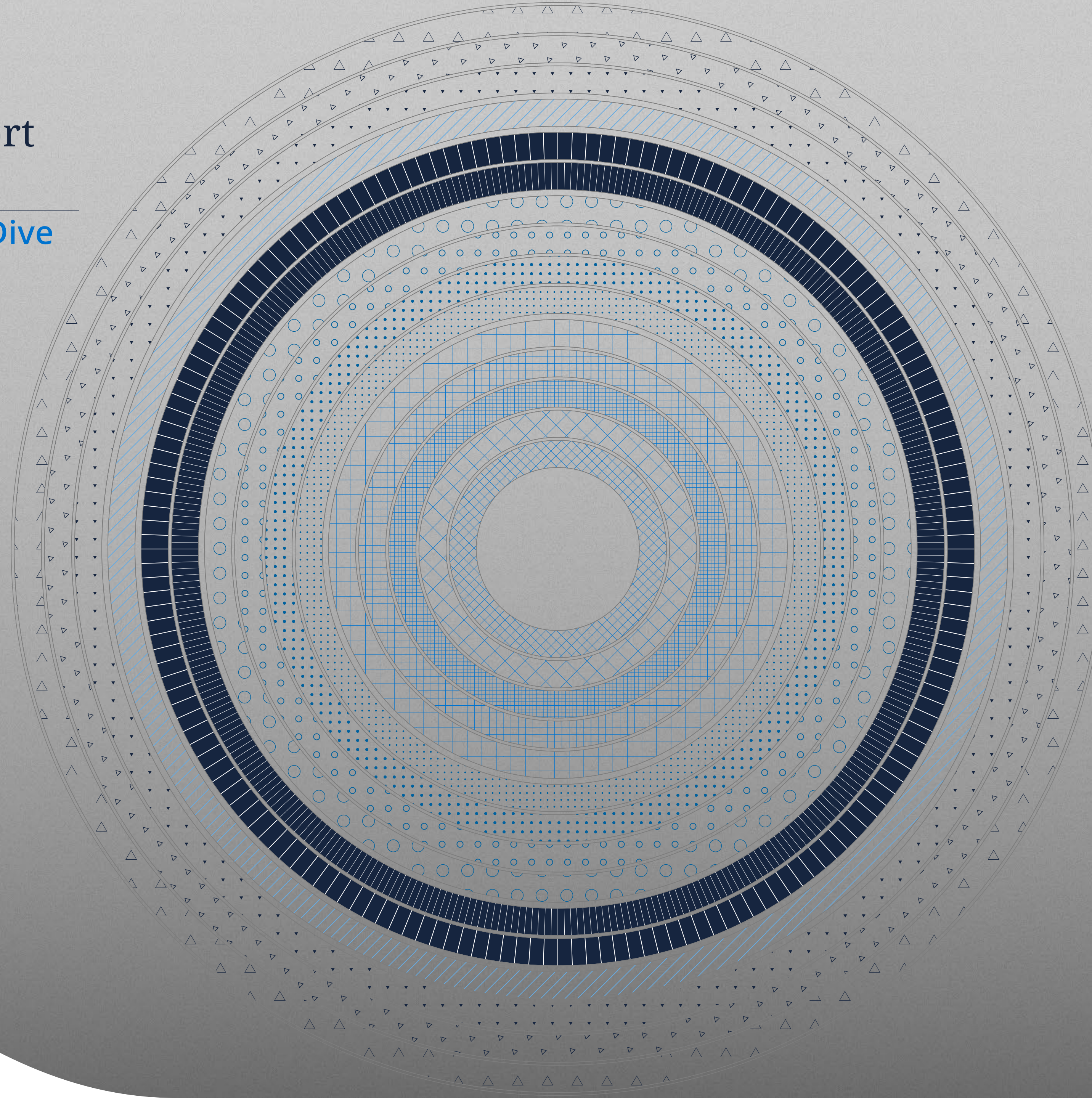
DLA PIPER INTERNATIONAL

Sustainability Report

2022/2023

Societal Impact Deep Dive

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:



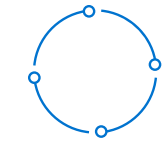
Be supportive

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



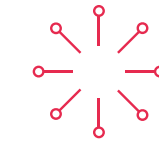
Be bold

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

This report gives our stakeholders a concise account of how we're addressing one of our most material topics – supporting positive societal impact. It's for anyone interested in knowing more about our efforts to be a sustainable and responsible business – in particular, our people (and those who may be thinking about working with us), our clients, our business partners, the NGOs we work with, and our suppliers. It covers the financial year May 2022 – April 2023.

This Societal Impact Deep Dive Report is part of our wider reporting suite.

For a more in-depth discussion of our other top material issues, you are invited to review our other Deep Dive Reports:

- [Our People Deep Dive Report 2022-23](#)
- [Net Zero Deep Dive Report 2022-23](#)

For a better understanding of how we're addressing sustainability priorities in the different geographies where we operate, please review our [Regional Highlights Report 2022-23](#).

For a concise, comprehensive summary of how we're addressing all our material issues, please see our [Impact Summary Report 2022-23](#).

Finally, for a quantitative view of our sustainability performance and reporting, please see the [back of this report](#).

We're working to build on the progress we made in the past several years on disclosure and transparency. We remain committed to sharing the most relevant information, and information that is balanced between achievements and challenges, and overall moving closer to reporting best practice. We recognise there are still gaps, and we're actively working to resolve them in future reports.

This report is a snapshot of our activities over a particular period. We encourage you to visit our [website](#) and social media accounts for up-to-date information about our sustainability progress and plans.

Our International Board and Executive have reviewed and approved this report.

We welcome feedback. If you have any suggestions or questions, please email us at responsiblebusiness@dlapiper.com.

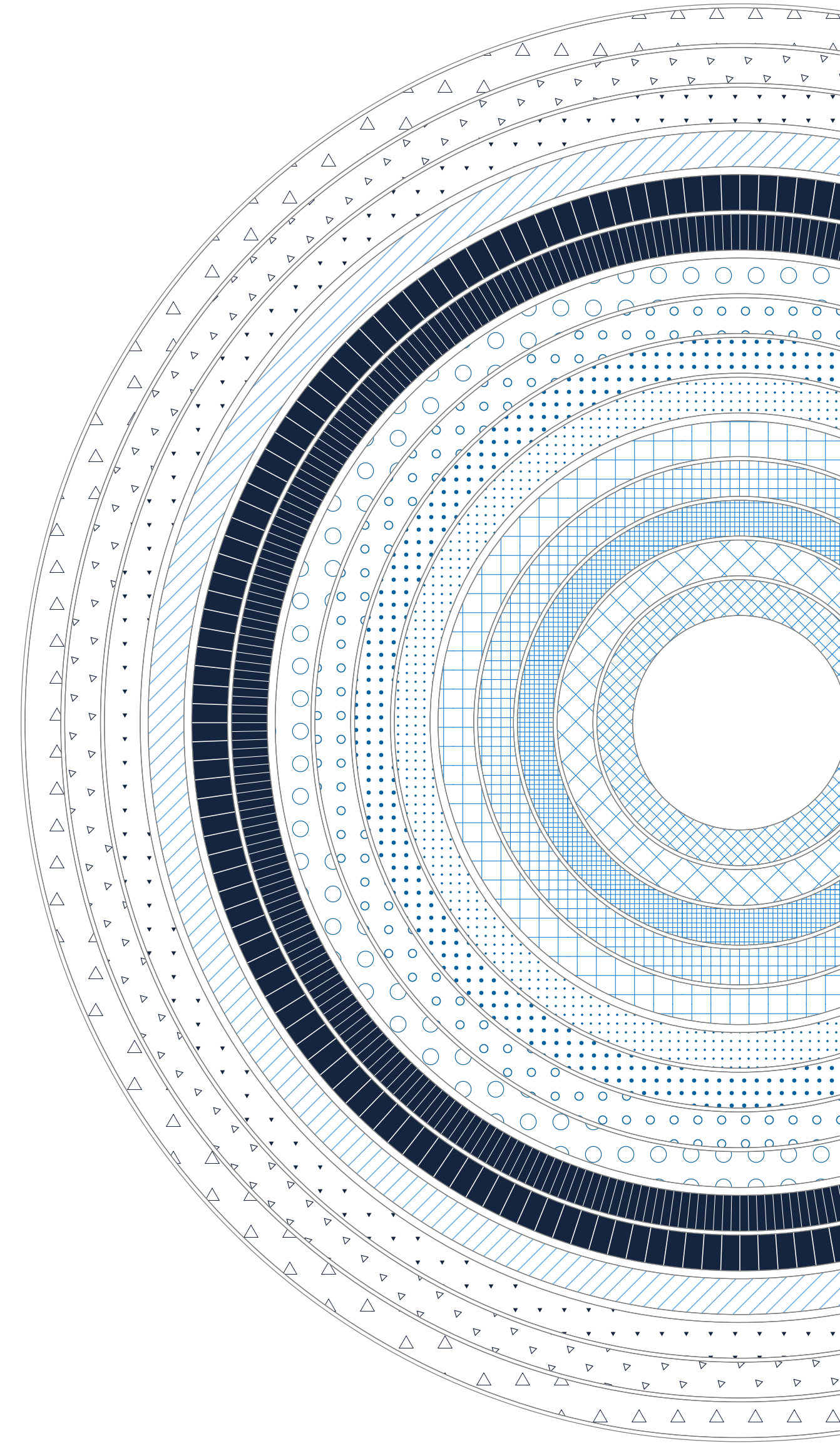
Report scope

DLA Piper has operations across the globe. 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), excluding activities of our offices in the Americas, Nordics, Portugal, New Zealand, and partner firms in Africa. Where we describe governance structures, management systems, policies, activities and performance data in this report, they relate to DLA Piper International, unless otherwise specified. The full list of our practicing entities is on our [website](#).

Assurance and basis of preparation

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, and also responds to applicable Sustainability Accounting Standards Board (SASB) and World Economic Forum (WEF) stakeholder capitalism metrics.

Accenture has provided [limited assurance of our greenhouse gas emissions figures](#) against ISO 14064-3 standard, and Corporate Citizenship has provided [limited assurance of the non-environmental data sets](#) against the GRI Principles of Accuracy, Clarity, Comparability, Timeliness and Verifiability, using the ISAE 3000 standard.





Introduction

Today humanity faces many big challenges – economic and social inequality, climate change, biodiversity collapse and environmental degradation, discrimination against minority and disadvantaged groups, global health challenges and pandemics, ethical challenges that go along with rapid technological advancement, migration and displacement, and others.

Climate change has taken centre stage in recent years, with biodiversity collapse emerging as an area of focus, but social issues also have the potential to disrupt the way we do business and the way our society functions – both in their own right and as a factor in the climate transition and nature-positive transition.

The inequality that leads to social and economic exclusion undermines society, damages business and threatens our ability to achieve our purpose and mission to help our clients succeed and together make business better. Thriving businesses require equal access to education and opportunity, underpinned by robust rule of law, and as an international law firm we have the skills, reach and influence to drive targeted societal change.

This report outlines our approach, actions and progress towards making positive societal change in the areas where we're best placed to do so.





Our societal impacts

Large, multinational law firms have a significant impact on society. They make an impact through the legal challenges around the world they help solve for organisations, businesses and individuals, through their approach to recruitment, through how they work with their suppliers and business partners, and how they treat their own people, among others.

DLA Piper too, exists in a complex, interdependent, fast-evolving global ecosystem of actors with different needs and goals – including our people, our clients and our communities – who affect and are affected by social issues in many ways.

Our focus is on using our legal skills to make society a more sustainable, stable and equal place, diversifying the legal profession, and ensuring that all parts of our operations support positive societal transformation.

Understanding our social footprint and shaping our action accordingly is an ongoing process. We're continuing to build our knowledge so we can focus on the areas where we can make the biggest difference and maximise our impact over the long term.

As a global law firm, we're at the centre of the unfolding systemic changes to address the sustainability of our economy and society. We've started our journey to understand how we work and advise on these impacts to ensure alignment with our social and environmental objectives.

Part of this process is about continually listening to our stakeholders and working with rightsholders, to ensure our approach genuinely reflects their concerns. We're also taking lessons from areas where we're achieving measurable success – such as our community work with charities and NGOs – and applying them in other parts of our business.





Our societal commitments

Our investment focuses on areas where we have the most resources and expertise, and which most affect our sector, our communities and our people. These include:

- increasing access to education and opportunity in the legal profession
- promoting social justice and capacity building through legal advice

Reducing inequality and enhancing the practice and rule of law is an important precursor to our mission of making business better. Taking meaningful action to address social challenges is also important to our clients, who increasingly expect us to uphold high standards of social responsibility and are eager to pursue collaborative opportunities underpinned by a shared social agenda. Finally, it's part of what makes people proud to work for us, helping us continue to attract and retain the best talent.

Our approach to making positive societal change includes investing in long-term flagship programmes designed to bring about the change that we'd like to see. We also make change by bringing important stakeholders together, raising awareness, as well as publishing research and hosting events so that colleagues, peers, clients, and other stakeholders can make more informed choices. We aim to collaborate widely and serve as a hub for innovation and practical advice.





Progress over the last year

Increasing access to education and opportunity in the legal sector



300+ DLA Piper colleagues

are volunteering as mentors to young people through our Head Start and Global Scholarships programmes



162 students in 6 countries

are currently sponsored by our Head Start programme



50 fellows across 14 countries

are currently supported by our Global Scholarships Programme

Talent is everywhere, but opportunity is not. To reduce social inequality, we support talented young people from underrepresented groups in the communities where we operate, giving them access to opportunities in the legal sector.

To ask difficult questions and provide cutting-edge advice and insights, we need lawyers with a breadth of experience from all walks of life to provide advice that truly reflects diverse groups and perspectives across society. For that reason, we believe there's a strong business case for us to act on inequality and economic exclusion, as well as a moral obligation.

Through our flagship social mobility programmes, we play a leading role in advancing social mobility for these groups by creating pathways into the legal sector. Our programmes are developed and run in partnership with peers, clients, regulators, education partners, charities and schools.

Beyond our social mobility work, we're also committed to driving a more diverse and inclusive culture at DLA Piper. For more about this, please see the Diversity, Equity and Inclusion section of [Our People Deep Dive Report 2022-23](#).

We promote equity across our business, through:

Outreach – skilled volunteering and pro bono projects

Recruitment – targeted and thoughtful approach to recruitment, working with universities and using contextualized recruitment systems

Inclusive practices – using data to target interventions where they're most needed

Enhanced reporting and transparency – publishing information on current workforce, reflections and goals

Sector engagement – working across the sector as part of [PRIME](#) (an alliance of law firms across the UK and Republic of Ireland determined to improve access to, and socio-economic diversity within, the legal profession) and supporting the UK Social Mobility Commission

Strategic collaboration – hosting events to raise awareness about challenges and opportunities and leading on relevant sector initiatives

Client advice and partnering – collaborating with clients and supporting our lawyers to understand the impact of their advice on access and opportunity in our communities

GLOBAL SCHOLARSHIPS PROGRAMME

Launched in 2017, our Global Scholarships Programme (GSP) empowers future lawyers and leaders by helping to build legal capacity in developing countries. Delivered in partnership with the Bingham Centre for the Rule of Law and the Saïd Business School, the programme aims to contribute to embedding the rule of law in underserved regions by equipping and inspiring talented law students to make positive change in their home countries.

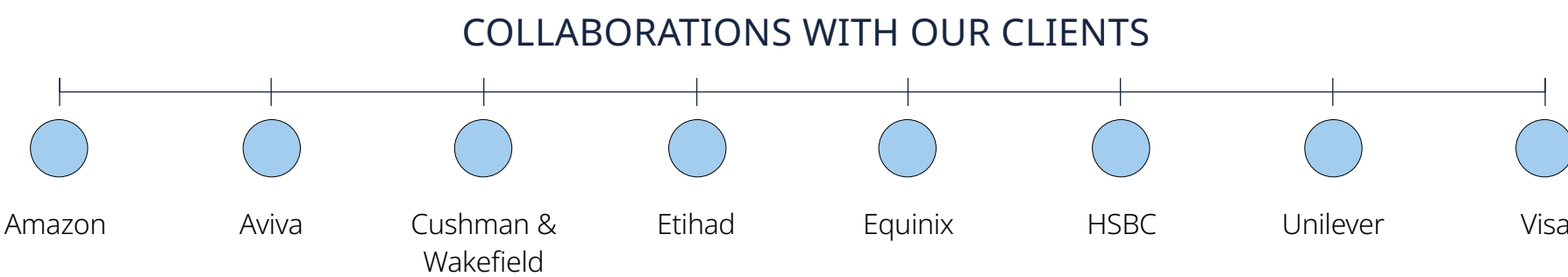
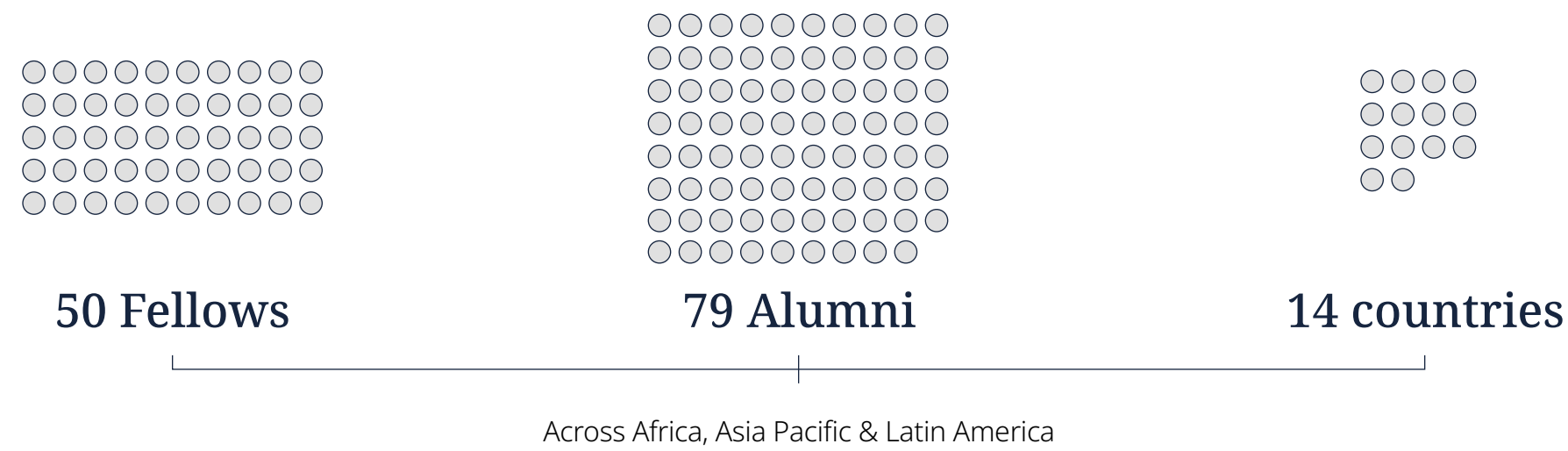
Each year, the firm supports students of the programme (known as DLA Piper Fellows) based throughout Africa, South and West Asia, the South Pacific and Latin America. Over their bespoke two-year scholarship, Fellows have their full tuition paid and receive mentoring, internships, training and career preparation designed to develop their skills, confidence and networks. They also receive world-class leadership training provided by Saïd Business School and, after finishing, Fellows join our global alumni programme.

Global Scholarships Programme objectives:

- Positively impact young people's lives
- Increase access to justice in developing countries
- Advance SDG 16: *promoting peaceful and inclusive societies through increasing access to justice and accountable institutions*
- Improve the business environment in emerging markets where our clients are doing business
- Build a network of universities, future lawyers and business leaders who will promote our brand and work around the world



Global Scholarships Programme



Our University Partners:

Africa

- Mozambique – *The Eduardo Mondlane University*
- Rwanda – *National University of Rwanda*
- Senegal – *Groupe ISM*
- The Gambia – *University of The Gambia*
- Uganda – *Makerere University*
- Zambia – *University of Zambia, and the University of Lusaka*

Asia Pacific

- Bangladesh – *University of Dhaka; and North South University*
- Cambodia – *Royal University of Law and Economics*
- Laos – *National University of Laos*
- Vanuatu – *University of the South Pacific*

Latin America

- Guatemala – *Universidad Rafael Landívar*
- El Salvador – *ESEN, Escuela Superior de Economía y Negocios*
- Honduras – *Universidad Nacional Autonoma de Honduras (UNAH)*

Measuring GSP Alumni success:

41 GSP Alumni are now employed (75%)

37 GSP Alumni recorded furthering their legal studies i.e. Bar Exam, LLM, Postgraduate Studies (62%)

26 of these GSP Alumni are working in part time roles

1 GSP Alumnus is running their own business

*Survey findings represent responses from 55 GSP Alumni who participated in our employability survey.



Awards and recognition

In October 2022 the Global Scholarships Programme was recognised by the Federation of African Law Students (FALAS) for its contribution to legal education and pro bono across Africa



GSP highlights from the past year:

- 15 Fellows participated in paid internship placements both internationally and locally.
- Our Africa Partner firms in Mozambique, Rwanda, and Uganda appointed four of our Global Scholarships Programme alumni on a permanent basis as Junior Associates.
- In November 2022, Fellows participated in a development week hosted at DLA Piper's Johannesburg office.
- In 2022, we hosted 34 Fellows for the Leadership Development Training in London, alongside Saïd Business School of Oxford University.

“The programme was very inclusive and reflective. It helped us to come to terms with certain aspects of our experiences that are undesirable but with a better and more positive outlook. We then were able to discuss how to be better in how we relate with others and how to execute in our roles as leaders.”

GSP Fellow reflecting on the Leadership Course

“The [GSP] Programme has supported and met all my academic needs. Most importantly, it has nurtured and shaped my professional growth. Particularly, my international internship with DLA Piper in Dubai gave me good exposure and greatly boosted my professional confidence. I’m also grateful for the chance to work with the International Services for Human Rights, which was really fascinating and intriguing.”

Winston Churchill Ruhayana

Uganda, Makerere University Alumnus

“The leadership course showed me how vast the legal world is and just how many ways there are to achieve change in the world, which is my life goal. The courses on legal and professional topics provided extremely valuable insight into the future of law and the need to constantly adapt and improve. Just as important, if not even more so, were the courses on interpersonal relationships, soft skills and leadership.

These aspects are often ignored in the academic world, and, in my country, very much dismissed. Learning how to inspire and work with others has been an indispensable tool to navigate my professional path. In addition to all of this, getting to meet some of the most accomplished professionals, academics and students from all over the world was inspiring, informative and a great networking opportunity that has yielded great results in both personal and professional aspects of my life.”

Javier Urizar Montes de Oca

Guatemala, Universidad Rafael Landívar Alumnus





HEAD START

Our Head Start programmes support talented young people who face social, economic or cultural barriers to entering and succeeding in the legal profession. We run these programmes in the UK, Kenya, China, New Zealand and Ireland, and have introduced an advanced programme in Australia called Career Trackers.

Head Start students are recruited using evidence-based social equality criteria, and the programme works with them to increase confidence, build networks and gain knowledge through a mixture of internships, skills training and mentoring. The duration of the programme can range from 18 months to five years, depending on the location.

Although Head Start is not a pipeline programme, seven Head Start Scholars have been recruited into DLA Piper as graduates, apprentices or trainees since 2019, with seven receiving training contracts or apprenticeships at other firms.

Highlights from the past year

Africa

Across the African continent, one of the biggest barriers to professional development for young people is the lack of sufficient funding to further their studies beyond primary school, along with a lack of opportunities for skills development and networking. Through a new Head Start pilot programme, DLA Piper Africa's Kenya office is contributing to overcoming these challenges and helping young people transition to tertiary education.

A key part of the programme is the Head Start Academy, which helps students build professional skills in areas such as networking, project planning and entrepreneurship. There are currently 14 students on the Head Start Africa programme, with another six due to join later this year.

Stories from Head Start Scholars in Kenya

"With the support given by Head Start Africa, I was able to join the University of Nairobi, where I am currently studying Economics and Statistics."

"Apart from fully sponsoring my university fees, I have also benefited from the mentorship avenues provided by Head Start Africa to its Scholars. The boot camp sessions and the Head Start Academy programme exposed me to diverse knowledge which has assisted in my personal and professional development. The work placement opportunity offered during the long holiday exposed me to a real working environment, and I gained practical professional skills."

"I am really grateful to Head Start Africa, and I highly recommend the programme."

Concilia

Student at the University of Nairobi and Head Start Scholar



"When calamity struck, we lost everything to Lake Victoria's overflow, leaving us helpless. Pursuing higher education became even more challenging for me."

"Amidst this darkness, Head Start Africa brought hope, providing financial assistance that relieved the burden my family and I were facing. The programme went beyond financial aid, offering valuable mentorship that has helped me develop my leadership skills, resulting in my appointment as the Secretariat to the University of Nairobi Students Association Council."

"Thanks to Head Start Africa's mentorship, I was able to hone my leadership skills and was recently recognized by the Vice Chancellor of the University of Nairobi for my outstanding leadership. This recognition was a direct consequence of the training received as part of the Head Start Africa programme. The programme also provided a defining moment in my personal and professional growth through the Head Start Africa boot camp, where I gained practical skills through work placements alongside experienced lawyers."

"Head Start Africa has had a positive impact on my life, and I encourage those who share a similar past to apply for the scholarship. There is a lot of hope and reassurance here."

John

Student at the University of Nairobi and Head Start Scholar

UK

In the UK, we work with the [Sutton Trust](#), [PRIME](#), and the [Social Mobility Business Partnership](#) to ensure students from lower socioeconomic backgrounds can access a wide range of opportunities to develop skills, build confidence, and grow their networks.

In 2022, the first two cohorts of Scholars graduated from the programme. These Scholars will form an inaugural Head Start alumni group, which will provide ongoing support and access to opportunities for Head Start graduates.

After the 2022-23 hiring period ended, six Scholars were invited to attend the firm's Summer Internship programme, where they will be assessed on their suitability for a training contract.

"Head Start has completely changed who I am as a person. Before, I had no access to the professional world and felt like an imposter. Now I have the confidence to apply for jobs, speak at events and become a mentor."

Georgia

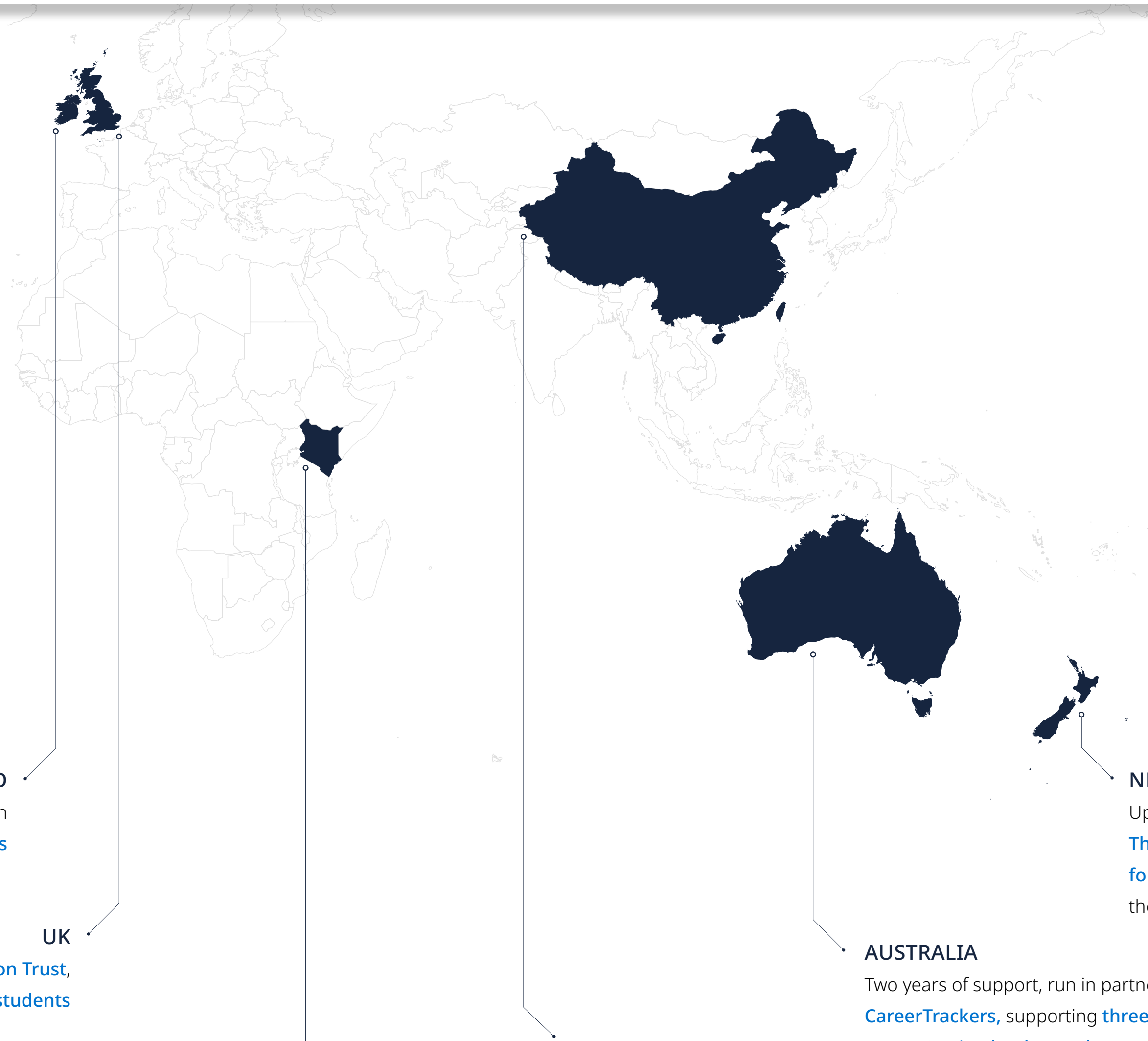
Head Start UK alumna

Head Start Africa – Our scholars

Ireland

In 2022, Ireland became our sixth Head Start country. This year we are piloting our first Head Start Ireland cohort, in partnership with Trinity Access. We're working closely with the Trinity Access team to create and deliver a programme that benefits the local student population in Dublin.

In March 2023, we welcomed Head Start Ireland Scholars for their first engagement event with DLA Piper. During the event, Scholars took part in a mock negotiation session led by lawyers from Dublin.



IRELAND
New for 2023 and in pilot phase, in partnership with **Trinity Access**, supporting up to **eight students**

UK
Five year programme, run with **The Sutton Trust**, supporting **135 students**

KENYA
Five year programme, run in partnership with the **Tanari Trust**, supporting **14 students**




CHINA
Four years of support, supporting **6 students** from **remote and rural parts of China**

AUSTRALIA
Two years of support, run in partnership with **CareerTrackers**, supporting **three Aboriginal and Torres Strait Islander students**.

We also have in place a Reconciliation Action Plan (RAP) for our Australian offices, which has been set up to support local indigenous communities. For more information on our work in the region, please read our [Regional Highlights Report 2022-23](#).

NEW ZEALAND
Up to five years of support, run in partnership with **The Prince's Trust New Zealand**, currently supporting **four female Māori and Pacifica students** who are in their first and second year at university

What Scholars from our first two cohorts say:

-  **82%** of Scholars felt they had access to more opportunities because of Head Start
-  **94%** of Scholars said the programme had improved their overall confidence
-  **94%** felt their mentor was supportive of them and their professional goals

*These statistics are from our UK Head Start programme.

SOCIAL MOBILITY IN THE UK

Lord Mayor of London's Future Leaders

In 2022, Vincent Keaveny, the Lord Mayor of London, launched the Future Leaders group to act as a sounding board on social mobility as part of his People and Purpose agenda. The group comprised 20 young professionals from a range of businesses and educational institutions, including DLA Piper Head Start Scholars, who are passionate about improving access to opportunities for young people across the UK.

The group was asked to generate ideas that could help young people from lower socioeconomic backgrounds define and realise their educational and professional goals. As one outcome of this, the group designed and created a day of in-person professional development workshops, covering topics such as building resilience and networking skills, and how to perform well in a job interview. The day also featured a Q&A session with professionals from DLA Piper and the Future Leaders group. 252 students from Birmingham, Manchester, Leeds and London participated in one-day workshops, with 94% telling us that the day helped them feel more ready for further education and beyond. For a full summary of the day and its outcomes, read the [Future Leaders group report](#).

This programme was shortlisted in the 2023 Sustainability Initiative category at The Lawyer Awards which recognises exceptional programmes across the legal sector.

Social mobility leadership

People from lower socioeconomic backgrounds face unique challenges in accessing and succeeding in the legal profession. Through our social mobility initiatives in the UK, we play a leading role in increasing socioeconomic diversity in the legal sector.

Our social mobility initiatives in the UK include community partnership programmes, inclusive recruitment practices and efforts to target people from lower socioeconomic backgrounds, alongside sector leadership and advocacy. Much of this work is carried out through long-standing partnerships with NGOs and charities.

Breaking the class barrier in professional services

In 2022, as part of its levelling up agenda, the UK government commissioned the City of London Corporation to set up an independent two-year taskforce to improve socio-economic diversity at senior levels in UK financial and professional services. The taskforce was co-chaired by DLA Piper UK partner and joint managing director Sandra Wallace, with Vincent Keaveny sitting on the Strategy Steering Group. In December 2022 the taskforce published a [recommendations report](#), calling for 50% of senior leaders in the UK financial and professional services sector to come from a working class or intermediate background in 2023.



2022 highlights

- Ranked 12th out of 75 in the 2022 Social Mobility Employer Index (five places higher than in 2021)
- Formed our first internal Social Mobility People Network, Horizons
- Launched our first [Social Mobility Report](#) highlighting the work we're doing to improve the socioeconomic diversity in the legal sector, and set plans for the future
- Expanded our Head Start programme to Ireland
- Shared stories of our senior leaders on [Social Mobility Awareness Day](#) to raise awareness of social mobility and the work organisations are doing to drive positive change



Promoting social justice and capacity building through our pro bono advice

Our pro bono work is one of the most powerful tools we have to drive positive societal change. Along with their commercial work, our lawyers also work pro bono to uphold social justice.

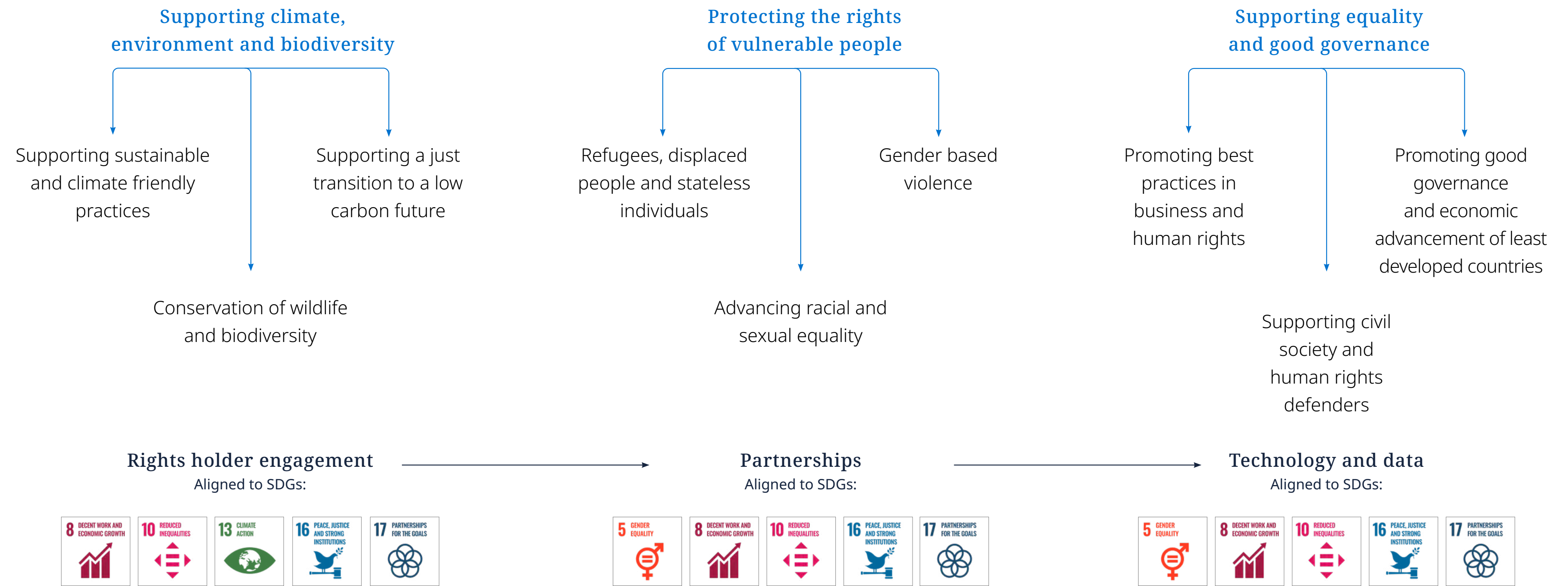
We focus our pro bono activities on the areas where we can make the biggest positive impact and align them with the firm's overall sustainability strategy. For that reason, our pro bono work is focused on three pillars – protecting the rights of vulnerable people, supporting climate, environment and biodiversity, and promoting equality and good governance.

We delivered 215,521 hours of pro bono legal advice in 2022, which is the equivalent of more than 140 lawyers working full time. This makes us one of the world's largest providers of pro bono legal services.

Our pro bono clients

We work with five types of pro bono clients:

- individuals who can't afford a lawyer or access legal aid
- non-governmental organisations such as associations, charities and foundations
- UN agencies
- social entrepreneurs
- least developed, or (in some cases) developing countries



Support for individuals: For individuals, much of our pro bono support goes to people who've been forcibly displaced by violent conflicts and natural disasters. Many of these people are disenfranchised and excluded from the mainstream and are often unable to provide the documents required to apply for legal aid. We believe that, as legal professionals, we have a moral obligation to ensure displaced people have the fullest possible access to justice and can take advantage of the legal protections afforded to them by law. We achieve this by establishing legal clinics, conducting impact litigation and supporting nonprofits that work with displaced people.

Support for NGOs: We provide advice on legal matters that NGOs face in the day-to-day running of their organisations, such as drafting and revising commercial contracts, and intellectual property issues. For key NGO clients we provide pro bono secondments to support their legal needs, helping them avoid legal costs and focus their funds on their key objectives. Our work also includes training NGO staff on legal matters and preparing comparative legal research and best practice guidance.

Support for UN agencies and other intergovernmental organisations: We provide pro bono support to UN agencies, such as UNHCR, UNAIDS, UNOPS, UNWFP, UNFPA, UNICEF, IOM, The Global Fund, and the World Bank among others. Our work for the UN includes legal support for the in-house legal teams and thematic support for the programme teams.

Support for social entrepreneurs: By combining private enterprise with civic engagement, social enterprises offer an innovative way to provide community services. We support these organisations with pro bono legal advice, helping them develop and grow.

Support for least developed countries: Through [New Perimeter](#), our global pro bono initiative, we provide pro bono legal assistance in under-served regions around the world to support access to justice, women's advancement, social and economic development and sound legal institutions.

Our commitments

The vision for our pro bono practice is to be a leading global pro bono practice by furthering access to justice, good governance and a more sustainable future. Our pro bono work delivers on our promise to make business better by:

- delivering a market-leading, high impact pro bono programme, using the skills of our lawyers;
- supporting the firm's sustainability and ESG offering, developing insights and helping to broaden skills and perspectives of our lawyers;
- supporting firmwide sustainability and ESG strategy and positioning; and
- supporting the sustainability and responsibility of our clients and partners.

Our pro bono culture

Pro bono work is central to fulfilling our purpose to make business better, and an essential and integral part of our business culture. As well as supporting our sustainability agenda, participating in pro bono is a valuable way for our lawyers to develop skills, broaden their experience and ultimately improve their commercial client work, particularly around sustainability and ESG issues.

We ensure that all our lawyers have an opportunity to participate in pro bono, and we expect and encourage them to do so. We have aspirational pro bono hourly targets for our lawyers. Depending on their region, we expect our lawyers to contribute between 25 and 65 hours minimum to pro bono projects annually.

Many of our non-fee earning business service professionals also welcome the opportunity to apply their professional skills to causes they care about. We believe this is a valuable way to improve skills and broaden experience, and we're working to develop a high-quality skilled volunteering programme for our non-legal professionals.

215,521 pro bono hours contributed in 2022

26% of hours dedicated to forcible displacement

11% of hours dedicated to climate, environment and biodiversity

6% of hours dedicated to good governance

14% of hours dedicated to clinics

6% of ours dedicated to individual work

*Total pro bono hours represent the US and International firms

*The percentages disclosed for pro bono thematic focus areas represent hours completed by the International firm only.





TECHNOLOGY AND INNOVATION

Technology is important for improving the quality of and access to pro bono legal services. Over recent years, we've invested significantly in innovative technologies to help address legal injustice across the world.

Our approach to legal technology is centred around three stages – design, develop, and deliver

Design

Our pro bono clients and the population we serve is at the centre of any solution we develop. We use human-centred design in everything we do: laying out the problem, understanding the issues and concerns, workshoping solutions with rightsholders and those affected by the issue, and aiming to solve the problem not only for our clients but also the wider community.

Develop

We work with our pro bono clients to identify the best technological tools to address the challenges at hand. We are thorough and considered in our approach to development, working with tech providers, developers, NGOs, experts, and academia to identify the best means to achieve our goals.

Deliver

We partner with our pro bono clients to realise projects from start to finish with sustainability in mind.

Highlights from the past year

Pro Bono Portal

In 2022 we launched the Pro Bono Portal, a solution for managing our pro bono practice more effectively throughout its entire life cycle. The portal was co-designed with Justice Connect and Norton Rose Fulbright and built by Justice Connect's in-house development team.

As well as streamlining the management of our pro bono practice, the portal makes it easier to measure the effectiveness of pro bono projects. The portal provides teams with valuable insights about the quality of their support, enabling them to see where they could be making improvements.

The platform has now been rolled out in the UK, Ireland, Hong Kong, and Germany, and we're exploring the possibility of expanding it to other jurisdictions. In the UK, the portal won Disruptive Technology of the Year at the UK Legal Innovation Awards 2022.

NGO guide

NGOs play a crucial role in strengthening civil society. During the year we launched the NGO guide – a free tool designed to help NGOs navigate nonprofit laws around the world. The guide was developed by a team of five lawyers from DLA Piper and our partners ECNL and PILnet.

The guide helps NGOs understand how charity laws vary in different countries, covering areas such as registration processes, internal governance structures, and employment and tax regulations. To date the guide covers 50 countries, and new countries are being added daily. As part of the project, we're planning to upskill more of our lawyers so they can create similar platforms themselves.

Wallumatta Legal

Set up by DLA Piper in collaboration with Macquarie University, [Wallumatta Legal](#) is an Australian family law firm providing legal support to the "missing middle." This is targeted at people who don't qualify for government funded legal services such as Legal Aid but can't afford to pay a private law firm. The firm offers low fee, fixed fee pricing to reduce the access to justice gap, so that more people can get the family law advice and assistance they need.

To provide high quality legal services at a low cost, Wallumatta Legal uses a range of technologies to deliver cost efficiencies. These include an online booking system, which allows the team to evaluate the eligibility and suitability of potential clients before engaging directly. The introduction of the tool has led to a significant increase in enquiry levels and a major reduction in the administrative burden around enquiry response and data gathering. At the back end, Wallumatta Legal uses tools to automate and improve efficiencies across a range of common tasks, such as filling out forms and drafting legal documents.

The vision for Wallumatta Legal is to demonstrate that a low fee model can be self-sustaining and replicable, and technology is proving key in achieving this.

From November 2022 to April 2023:

- 200 people had a free 15-minute conversation with a lawyer
- 100 had an initial meeting, for a fee
- 37 people engaged Wallumatta Legal for their matter
- The majority of these matters were litigation files – 36% were already in court
- 88% of enquiries came from women
- 69% wanted to talk about parenting issues (of these 37% were only about children, 32% were parenting/financial)
- Average stated annual income was AUD59,000
- 48% were aged between 38 and 47

"The UK Pro Bono Portal has enhanced the already excellent service provided by LawWorks, increasing our efficiency, streamlining our processes and providing true innovation."

UK pro bono portal user



Ukraine Advice Project

Launched in March 2022, the Ukraine Advice Project (UAP) has provided information to over 4,300 Ukrainians and their families. It included specialist pro bono immigration advice to over 1,500 Ukrainians, relating to issues around urgent medical transfers and guardianship orders for unaccompanied minors.

The aim of the UAP was to connect 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 March 2022. 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 pro bono team has been pivotal in supporting the formation of a core team of lawyers and legal technology and innovation specialists who initially set up an inbox, which then evolved into a structured information portal that connected Ukrainians to volunteer lawyers who could offer advice based on their unique circumstances.

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. When surveyed, 84% of clients said they are now in the UK and 74% of clients said that the project increased their knowledge of the immigration options available to them.

Promoting socio-economic development through innovative finance

As part of our social impact agenda, we're helping to create a financial ecosystem that supports underrepresented groups by bringing together expertise and resources from the public and private sectors. Our goal is to promote socio-economic development through a variety of innovative funding mechanisms such as blended finance, results-based finance, crisis risk financing, funds and facilities, debt, equity, insurance, and impact investing.

Global challenges such as climate change, forced displacement, food insecurity, inequality, and energy poverty require resources beyond the capacity of governments and donors alone. These new financing models aim to attract private capital, manage risk, and combine public or philanthropic funding with new sources of investment to tackle these complex global challenges.

Our innovative finance work includes:

- **Supporting our business and community partners with the design and implementation of innovative blended vehicles.** For example, we're currently working with the United Nations Population Fund (UNFP) on the legal structure of a bond to help improve the sexual health of vulnerable adolescent girls in Kenya. As part of this project, we're piloting an innovative digital platform that links adolescents with health services.
- **Fostering the development of literacy, knowledge, and capacity on innovative finance.** We do this by organising training, workshops and labs to advance blended finance knowledge, promoting a multi-stakeholder and cross-sectoral approach. For example, we've hosted workshops across Italy and Ireland, and online, on how to use impact finance to expand pathways to resettlement for refugees in Europe.
- **Advocating for innovative financing techniques to improve funding efficiency.** We do this by drafting research pieces, compiling and exchanging best practices and guidelines. For example, we've contributed to the first national feasibility study on social impact bonds for refugee inclusion in Italy.



**Ukraine Advice Project –
A collaborative pro bono project
to provide legal information
to Ukrainians**



DLA Piper's Business Accelerator Programme

In 2021, the firm launched the Business Accelerator Programme (BAP) for founders from the Hatch Enterprise network, an organisation that works to promote entrepreneurial pathways for underrepresented entrepreneurs through tailored support, community and partnerships.

The BAP supports founders so they can contribute to the economic empowerment of individuals and communities that have traditionally found it more challenging to develop a good idea into a successful business. The founders have access to mentors, legal and business support, training, development and networking opportunities. Over 18-24 months, DLA Piper is supporting these entrepreneurs to define and reach their goals, providing each business with advice and development opportunities based on their individual needs.

We are supporting three businesses:

- [Planet Nourish](#) – an AI-powered digital platform on a mission to reduce diet-related conditions such as Type 2 Diabetes and obesity in people of colour.
- [Sheer Chemistry](#) – a revolutionary hosiery brand that makes tights that perfectly match all brown skin tones.
- [shelff](#) – a community-based rental platform dedicated to giving access and choice when it comes to decorating living spaces.

The BAP forms part of the firm's wider social impact strategy, which includes a range of activities to promote racial equity, reduce inequality and create opportunities and pathways for people from underrepresented groups to succeed. The firm is committed to providing quality pro bono services, mentoring, funding and the expertise and skills of our people to support our communities.



70%

of entrepreneurs of Hatch Enterprise's core programmes are from Black, Asian or minority ethnic backgrounds

“Being on the Bespoke Accelerator Programme has felt like being part of an elite team of experts who have helped me in vast areas of my business; from amending commercial contracts, drafting employment contracts, resolving trademark issues, reviewing my e-commerce policies, providing feedback on our hiring strategy and various pitches.

As a solo founder, the entrepreneurial journey can sometimes be a lonely one. And so, having access to the advice and expertise of DLA Piper employees in small group settings who've acted as a sounding board, has been invaluable to Sheer Chemistry's business growth. Over the course of the programme, this has led to outsourcing our fulfilment operations, hiring two contractors and increasing our revenue six-fold, which I'm really proud of.

I'm truly grateful for the time and advice offered over the programme and would like to thank DLA Piper for the opportunity.”

Tahlia Gray

Sheer Chemistry Founder and BAP participant



SUPPORTING VULNERABLE PEOPLE

Since end of May 2023, 110 million people were forced to flee their home because of conflict, persecution, human rights violations, and the effects of climate change.¹ Outbreaks of violence, or protracted conflicts, were key migration factors in many parts of the world, including Ukraine, Ethiopia, Burkina Faso, Syria, Myanmar and Sudan.

Forced displacement is not only a global humanitarian concern for displaced people and the countries where they seek refuge, it also produces a development challenge which creates social and economic opportunities globally. The hardships people endure through their displacement including losing track of their relatives, assets and livelihoods make these people vulnerable and unable to plan their future. Accommodating the sudden arrival of masses of newcomers presents a challenge for host governments to deliver humanitarian aid and long-term basic services. Non-state actors and the private sector have a key role to play in filling the gaps in the government and civil society's responses and support provided to displaced people throughout their journey.

Forced displacement has been one of the main focus areas of our global pro bono practice over the past decade. We're building collaborative solutions with NGOs, governments and the UN to address the social, environmental and governance challenges that forcible displacement creates around the world.

Our forced displacement workstreams:

Protection

Promoting the respect and enjoyment of rights by refugees, asylum seekers, other displaced and stateless persons through advocacy and judicial engagement.

Inclusion

Supporting the social, economic and digital inclusion and empowerment of refugees, asylum seekers, other displaced and stateless people.

Innovation

Finding innovative solutions to emerging challenges and opportunities for the protection of refugees, asylum seekers, other displaced and stateless persons.

Highlights from the past year

Protection

Legal clinics

In collaboration with our NGO partners and Bar Associations, DLA Piper has opened several legal clinics to support asylum seekers and refugees in need of legal advice and representation.

- In Belgium, we helped 5,000 asylum seekers who were denied access to housing and medical care.
- In Australia, New Zealand and Singapore, we assist Afghan judges and their families in need of humanitarian visas, in collaboration with in-house counsels from several commercial clients.
- In France, we prepared 80 asylum seekers from Syria, Afghanistan, Eritrea for interviews with immigration authorities. 95% of them received refugee status.
- In the UK and Australia, we assist refugees in family reunion procedures and visa applications.
- In Italy, we've set up a clinic to help stateless people gain legal recognition and international protection. The cases our lawyers litigate are referred by the Italian Refugee Council, the UNHCR and the NGO Casa Della Carità Onlus. See more in the case study below.

Secondment to the Greek Council for Refugees

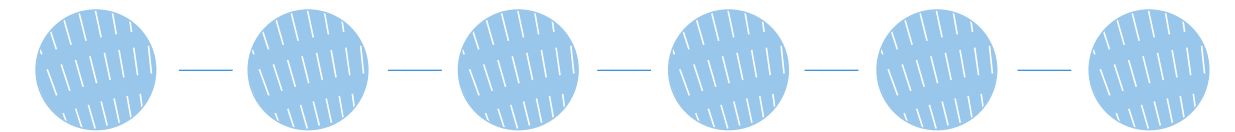
Around 30,000 displaced people seek asylum in Greece every year, making it one of the top refugee-receiving countries in Europe. Since 2019, DLA Piper lawyers have provided consistent support to asylum seekers and NGOs in Greece, supporting vulnerable people with immigration, relocation, and family reunification procedures.

In October 2022, we re-launched a secondment programme to our NGO partner, the Greek Council for Refugees (GCR). Sixteen lawyers from the UK and Europe were seconded to GCR for two weeks to provide legal information and advice to asylum seekers and refugees in Greece. A team of lawyers worked on the ground and remotely, preparing asylum seekers for their interviews with immigration authorities, strategic litigation cases for family unity, decent and appropriate reception conditions and cases of pushbacks in the Aegean Sea.

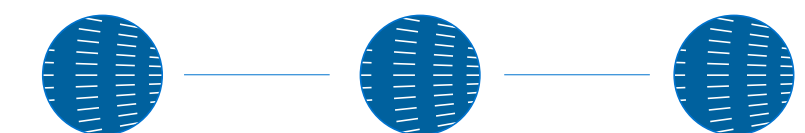
Our support to vulnerable people in 2022



UNHCR partnership



6 Awards



3 impact bonds developed

providing innovative financing models to support refugee inclusion

¹ Global Trends Report 2022 UNHCR.



Ukraine Advice Project

We created an online tool to connect Ukrainians with lawyers in the UK and across Europe. Around 130 DLA Piper lawyers are trained to manage and triage individual requests, respond to initial queries from Ukrainians and refer them to immigration specialists. We've advised over 4,300 Ukrainians. This award-winning tool, created in collaboration with the firm's Radical Change and Legal Project Management Team, has revolutionised the way in which the pro bono sector responds to these sorts of crises in the UK. In support of the Ukrainian population, we partnered with PILnet and Amazon's global legal department to develop [25 country guides](#) for people fleeing Ukraine, and the NGOs and services providers who are supporting them. The guides cover information on topics like travel documents, and how to access social, medical and housing services.

Project collaborations

[Kids in Need of Defence \(KIND\)](#), in partnership with DLA Piper, is creating child-friendly informational resources for children arriving from Ukraine on their rights and options, as well as informational guides for non-parental adults that are providing care to those children. These resources will be hosted online, including on KIND's website and alongside existing resources on the [PILnet](#) website, and will be disseminated to other NGOs, UN agencies, social workers, guardians and other actors coming into contact with children from Ukraine.

In collaboration with The Tent Partnership for Refugees, we're also developing materials for companies in European countries. The material provides prospective employers in Europe with information pertaining to Ukrainians' right to work in each country.

Inclusion

We run a range of legal training and mentoring programmes for refugees and asylum seekers designed and led by lawyers with a refugee background.

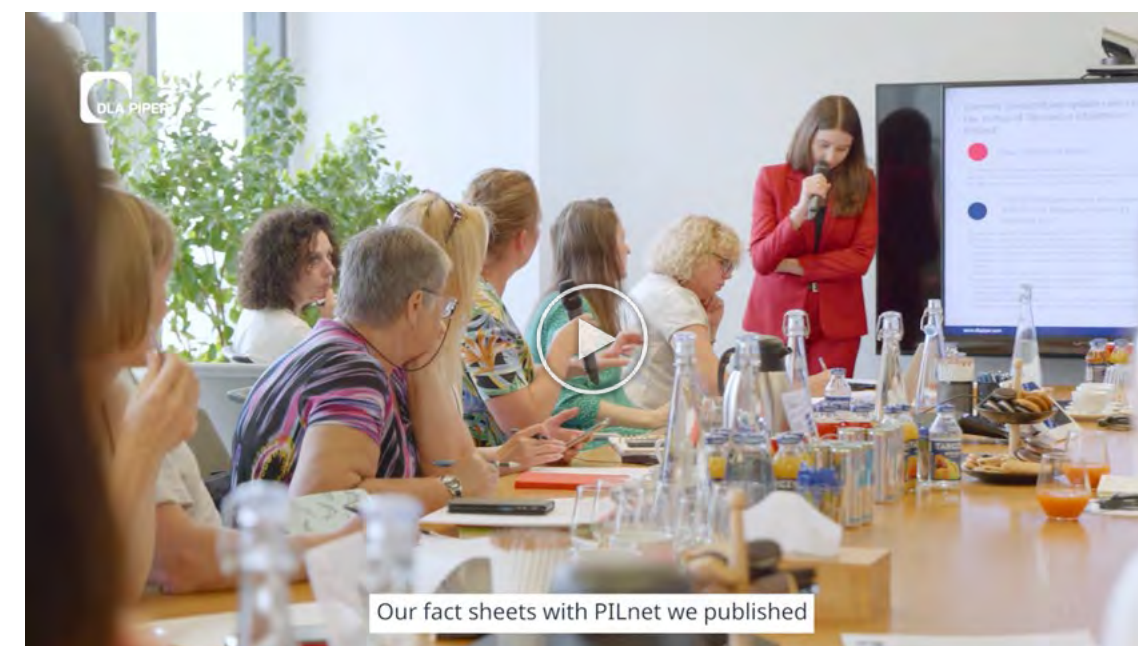
Know Your Rights

Know Your Rights provide refugees with core legal knowledge and associated soft skills. The sessions aim to foster inclusion, build confidence and encourage the participants to advocate for their professional and personal goals. Since the programme's inception, 1,938 refugees have gone through the training.

"Understanding my rights in the workplace and healthcare system has given me the confidence in my professional life and personal life to make the right choices and to ask the right questions."

KYR participant in Ireland

We also organised legal and empowerment programmes for Ukrainian refugees in Romania, Poland and Hungary as part of our Know Your Rights project to support Ukrainian refugees who have received special temporary protection status.



Our fact sheets with PILnet we published

Know Your Rights in numbers

16

Countries where we had sessions

114

Nationalities represented

220

In-house lawyers collaborated with us

382

DLA Piper lawyers delivered sessions

35

Commercial clients

60

Organisations collaborated with us

389

Training sessions

7,800

Pro bono hours

1,938

Refugees, asylum seekers and migrants joined us

Women in Law for Women Refugees

In collaboration with LAW, we launched the Women in Law for Women Refugees programme to provide remote professional support to women refugees looking to restart their professional careers in their host country. Twenty-eight female DLA Piper lawyers participated in this project as mentors in 2022.

DLA Piper's support of Ukrainian refugees through pro bono

Displaced Talent Legal Initiative

In the UK, thousands of highly skilled refugees with backgrounds in law are living a precarious existence while waiting for resettlement. Except in limited circumstances, it's very difficult for skilled refugees to obtain visas to come to the UK. In 2022, only 1,391 people were granted protection through resettlement schemes in the UK.²

In 2022, the Displaced Legal Talent Initiative (DLTI) was set up to help displaced legal professionals find pathways for resettlement and employment in UK law firms. The initiative is a collaboration between DLA Piper, Dechert and Talent Beyond Boundaries (TBB), a global organisation that matches skilled refugees with employers.

Currently the initiative is running a pilot in which a group of law firms including Ashurst, DLA Piper and Dechert are working collaboratively to hire displaced lawyers. We plan to recruit a second cohort in Spring/Summer 2023 and are looking for forward-thinking law firms to join the initiative.

"As TBB continues our mission to create more job opportunities for displaced people, we're proud to present this initiative alongside our partners DLA Piper and Dechert, which aims to change the lives of skilled lawyers and contribute to the richness and diversity of the legal environment in the UK."

Marina Brizar, TBB UK & Europe Director

Legal sessions for refugee led businesses

In collaboration with our commercial clients, we provide legal knowledge sessions and support for refugee-led businesses and entrepreneurs who are looking to enter into partnership agreements, hire their first employees or comply with national and European regulations.

² How many people do we grant protection to? – GOV.UK



Innovation

Innovative finance for refugees

We're developing innovative finance tools to tackle global social challenges, including forced displacement. We're partnering with the [SHARE network](#) and Irish Refugee Council to enhance NGOs understanding and capability in social impact bonds (SIBs) for expanding refugee resettlement options in Europe. In Italy, we've led a national study on leveraging innovative finance for refugee inclusion and are partnering with community partners and investors to launch an impact bond aimed at promoting the integration of underrepresented groups into the labour market.

Legal Connection, Bryter, Salesforce

We're collaborating with technology providers to promote access to justice and develop innovative solutions to facilitate the access to legal information and effective remedies. We offer technology to NGO partners working on the frontline to support better data collection, analysis and reporting.

Gender-based violence clinic in Paris

In France, we work with NGO [Droits d'urgence](#) to support victims of gender-based violence, with a particular focus on trafficked and abused women. Around 1,200 victims of domestic violence come to Droits d'urgence each year to ask for legal assistance. Our lawyers take part in afternoon sessions to help them take legal and administrative steps to get protection and a new start in life.

With the social workers we take stock of the situation, create a mini network of professionals from legal, administrative and health fields around the victim to devise an intervention strategy to better protect their rights and support them to get out of the precarious situation they're in.

Supporting individuals and communities in need

Alongside our strategic pro bono work, we provide on-the-ground legal support for individuals through legal clinics. Set up in partnership with a range of NGOs, charitable institutions and UN agencies, legal clinics support hundreds of vulnerable people every year. The following highlights some of these clinics, and the impact their work has on people's lives.

Representing vulnerable children in Hungary

In Hungary, we work with the Hintalovon Child Rights Foundation Centre to provide vulnerable children with legal support. We work alongside Hintalovon Child Rights Foundation lawyers to represent children who are facing criminal proceedings, or in matters around financial support and privacy rights. See the case study on the right.

Access to justice for survivors of sexual violence in Hong Kong

In Hong Kong, we work with the [RainLily Legal Clinic](#), Hong Kong's first sexual violence crisis centre, providing access to justice to survivors of sexual harassment and sexual violence. As part of our work, we also provide training to other lawyers and social workers, as well as contributing to RainLily's public education projects to raise awareness of the anti-sexual harassment law in Hong Kong.

Defending the citizenship rights of refugees

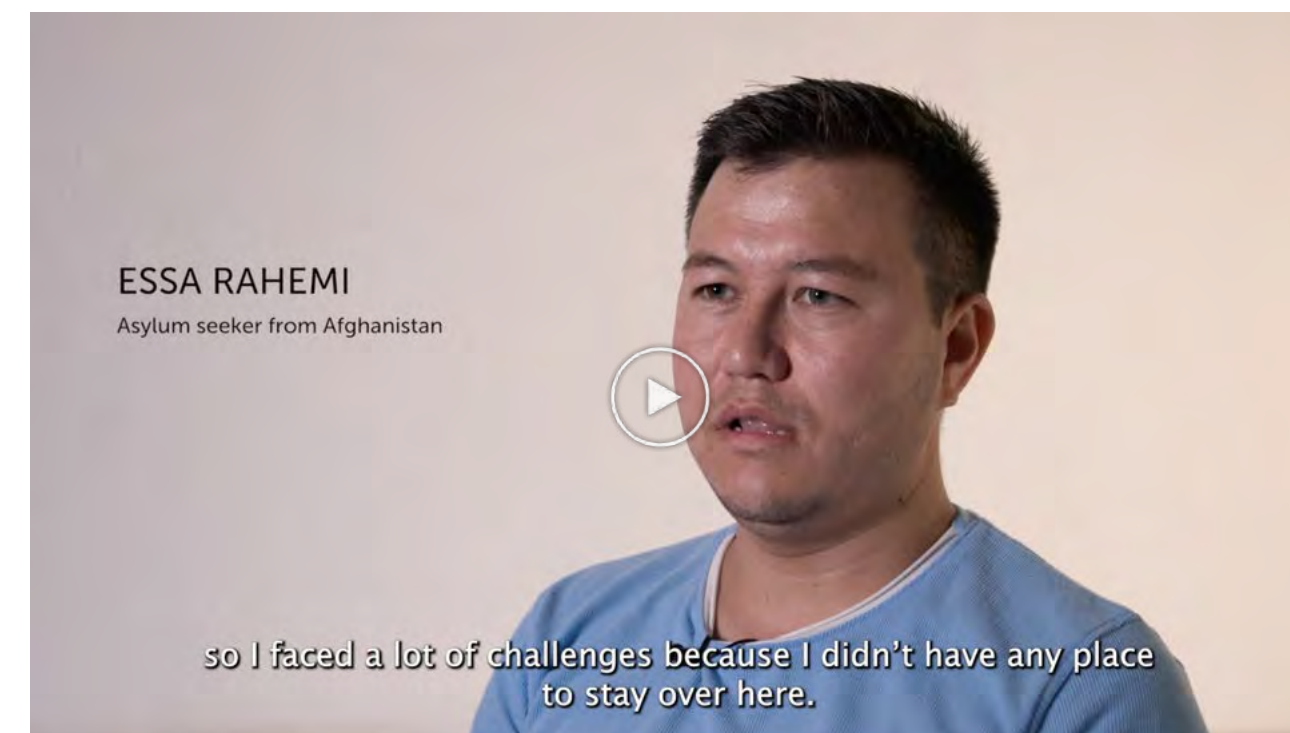
In Italy, laws relating to the right to citizenship for asylum seekers and their families can be opaque and complex. Even when a stateless person is granted citizenship, there's no guarantee their children will be granted the same rights. This was the challenge facing one of the clients of our legal clinic in Italy, a stateless woman with five children, all born in Italy. The Rome Municipality had recognized the client's right to remain in Italy but had denied the recognition of Italian citizenship to her children.

Working with the clinic, we began a legal proceeding before the Court of Rome claiming that the children were also entitled to Italian citizenship pursuant to law. As a result, the Rome Municipality decided to reconsider its position and ultimately recognized the Italian citizenship of all five of our client's children. As there is no developed case law on this matter, this is an important judgment that will set the precedent for similar cases in the future.

Advising families on their right to compensation

In 2020, we were approached by the Hintalovon Child Rights Foundation to advise a family on claiming damages from Hungarian guardianship authorities. Following a report of sexual abuse, the authorities had removed a four-year-old from the family and placed the child under temporary protection. Even when the report eventually proved to be baseless, delays to administrative proceedings resulted in temporary protection lasting more than 16 months.

The case was brought before the Hungarian ombudsman, who established the liability of two municipalities in Hungary in the delay of the proceedings. In claiming damages due to the breach of administrative obligations, we advised the family to enforce their right to privacy and family life due to which compensation for personal right injury was due. In a memorandum, we also assessed the chances of success of such litigation and relevant case-law.



[Brussels Legal Helpdesk](#)



UNHCR partnership

Our long-standing relationship with the United Nations High Commissioner For Refugees (UNHCR) is a key pillar in our forced displacement strategy. We've supported the organisation for more than ten years, providing more than 8,500 hours of pro bono advice since 2012.

In June 2022, we escalated our support for the UNHCR by launching a new global strategic partnership with the agency. During the first three years of the partnership, we have pledged to provide pro bono support to the value of more than USD3.7 million to UNHCR programmes around the world. Alongside this we'll also provide annual pro bono and financial support to the Refugee Environmental Protection Fund (see below).

UNHCR: our support in numbers

- For FY22/23, we have given **GBP973,561** of pro bono support, the equivalent of **2,967 hours**
- **GBP121,000** for the Refugee Environmental Protection (REP) Fund
- **GBP72,704** raised for the earthquakes in Türkiye and Syria
- **GBP10,000** donated to UNHCR's Sudan emergency appeal

UNHCR project highlights

NotOnlyMe – a victim centred approach to sexual harassment

In May 2023, UNHCR launched NotOnlyMe, an online platform for UNHCR colleagues to safely record their experience of sexual harassment and know if someone who has sexually harassed them has harassed others. The online platform allows UNHCR staff who face sexual harassment to document what happened to them in their own words, choose to be notified anonymously if there are other victims, and access information on the resources available for their support, including messaging anonymously with an UNHCR Victim Care Officer.

We supported UNHCR with the platform in its early stages. In 2020 we assessed the feasibility of the system and supported in the establishment of the contract with the vendor, JDoe, who customised the platform for UNHCR. This is a novel project not only for a UN agency but for all sectors globally and sets a gold standard for employers wanting to eradicate sexual harassment and support victims.

Climate change and disaster displacement

This year we launched a multijurisdictional mapping project to develop enhanced protection for refugees and other people displaced in the context of disasters and climate change. Spanning 12 international jurisdictions and the US, this research will provide an analysis of existing legislation, case law and state practices in providing protection to displaced people in need in these contexts in implementation of the Global Compact on Refugees. The findings will help UNHCR advocate for legislative and policy changes and make concrete recommendations ahead of significant international events such as COP28 and the 2023 Global Refugee Forum.

The Rights Mapping and Analysis Platform (RiMAP)

Developed by UNHCR in partnership with DLA Piper, RiMAP is a digital tool designed to help the agency engage with national law and policy processes to ensure domestic legislation is compliant with international standards and strengthen refugees' access to rights and legal solutions. The platform will also help UNHCR develop national protection systems and exercise its governance function by reporting regularly on the development of national legislation relevant for the protection of refugees. In the pilot phase of the programme, RiMAP will cover five countries.

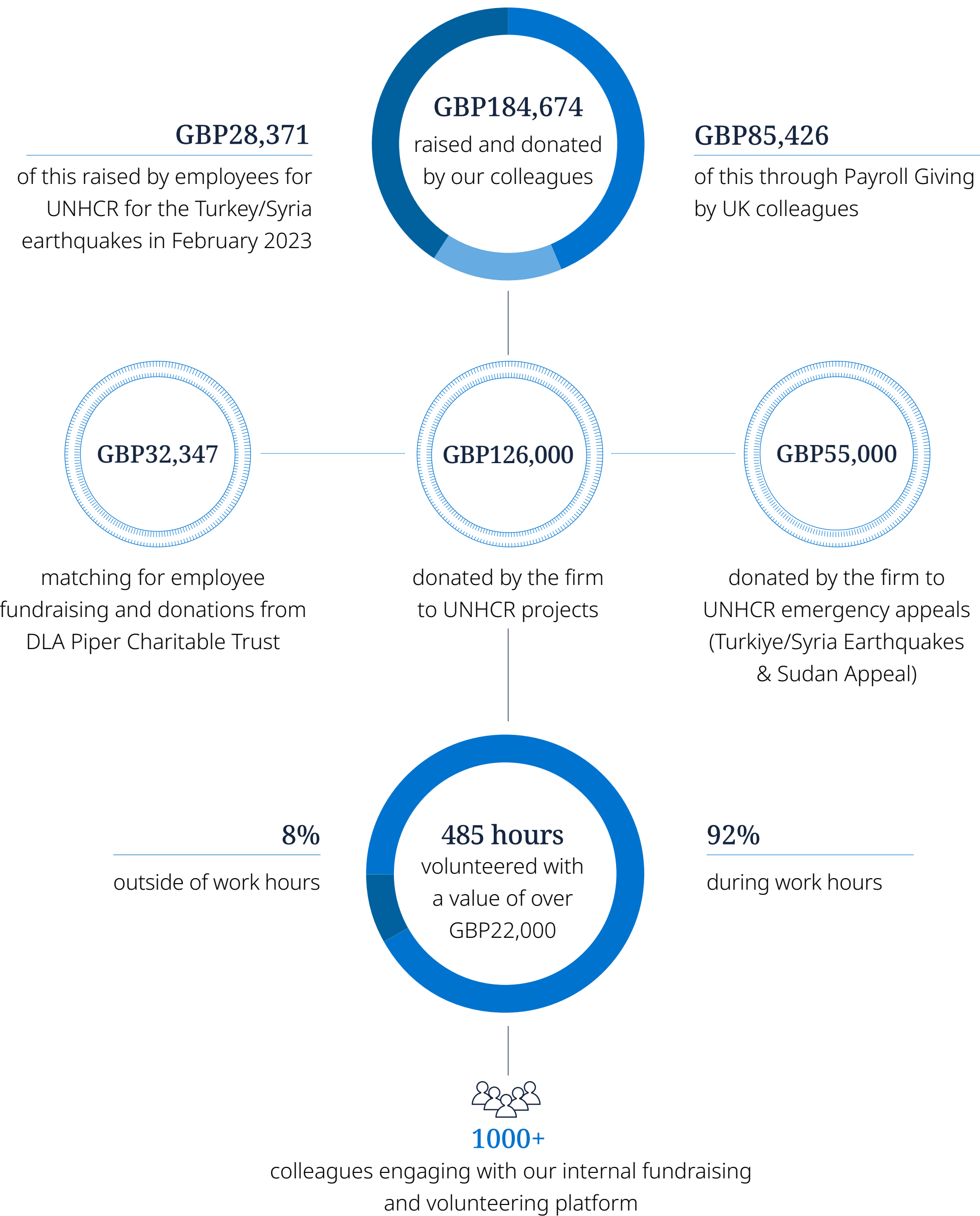
The Refugee Environmental Protection Fund

Climate change is an increasingly potent driver of migration, with climate impacts and extreme weather set to uproot more than 200 million people by 2050. We're founding partners of UNHCR's Refugee Environment Protection Fund which we have collectively funded, supporting investment in impactful reforestation and clean cooking programmes in climate-vulnerable refugee situations around the world.

The fund aims to plant tens of millions of trees and enable hundreds of thousands of refugees and their hosts to access clean cooking solutions over the next decade. In doing so it will link refugees and host communities to the global carbon markets, empowering them to become part of the global movement to combat climate change.

Community engagement, volunteering and fundraising

We're committed to ensuring that our colleagues have the opportunity to engage with the social causes they care about in their local communities. This not only enables our colleagues to feel more satisfaction from their work-life balance, but also helps us be a more socially aware business. At corporate level, throughout the year we run a series of employee engagement, fundraising and volunteering initiatives, working in partnership with charities, nonprofits and NGOs both locally and internationally. We also encourage our colleagues to initiate their own campaigns or join campaigns led by other colleagues, using our internal volunteering and fundraising platform.



CLIMATE AND BIODIVERSITY

Sound legal advice is vital in efforts to protect biodiversity and address the climate crisis. Working on a pro bono basis, we act for governments and leading climate advocacy and conservation organisations on a wide range of projects; from sustainable climate solutions to initiatives promoting a human rights-based approach to wildlife conservation.

In 2022, we provided legal support to several important climate and conservation projects. These included efforts to reduce the poaching of endangered wildlife in Madagascar and a research project to strengthen the enforcement of laws protecting rare seabird species in Mauritius, both with our long-standing partner the Durrell Wildlife Conservation Trust. We had a strong presence at both the COP15 biodiversity summit and the COP27 climate conference, where we were involved in several events aimed at strengthening legislation around climate and biodiversity protection.

Through our partnerships with the accelerator organisations and venture builders, the Climate Policy Initiative and Carbon13, we provided legal support to start-ups working to deliver solutions to the climate crisis through innovative climate technology and financial instruments.

For more about each of these projects, and on our other pro bono work in the climate and biodiversity space, see our [Net Zero Deep Dive Report 2022-23](#).

Advising on social enterprises in Johannesburg

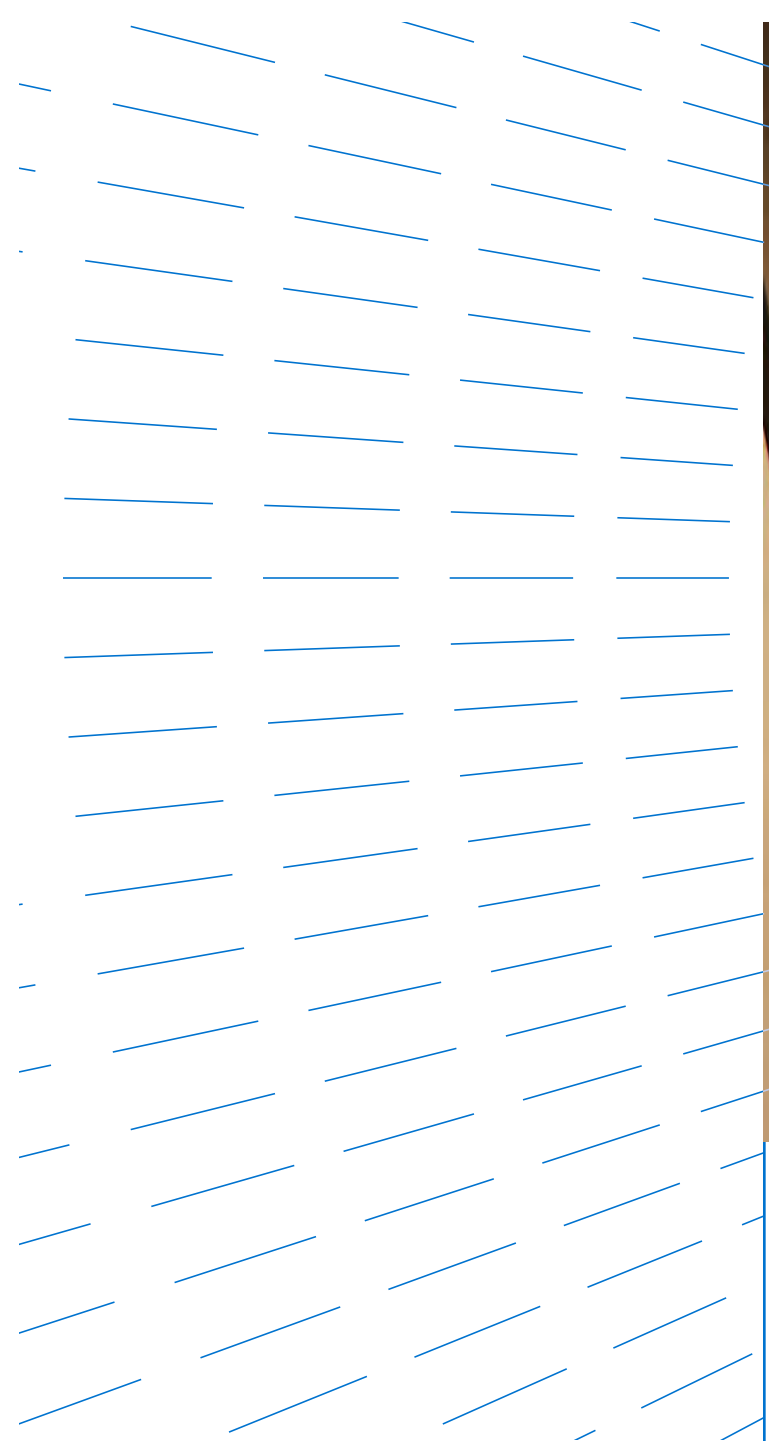
In Johannesburg, South Africa, we're supporting Gender CC SA Women for Climate Justice, a non-governmental organisation working with women, organisations and activists for women's rights, gender equality and climate justice in the Southern African region.

We're currently working with GenderCC on a project to set up three sustainable eco farms and markets on school grounds in underserved neighbourhoods in Johannesburg. The farms are set up in cooperation with the schools and are managed by women in the community. We're advising on the governance of the project.

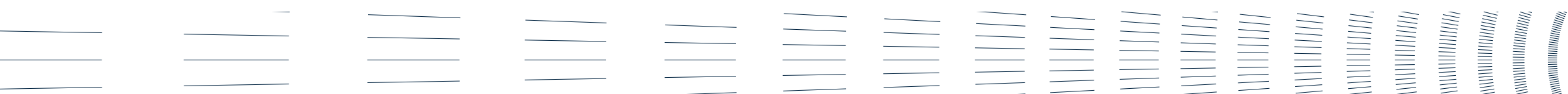
Social enterprise training sessions

A team of volunteers from our Johannesburg office recently hosted a two-day legal training session for 30 local small business owners. The training was run in collaboration with The Green Business College, a Johannesburg-based social enterprise dedicated to building "green" entrepreneurs by uniting green skills with business know-how. Sessions focused on topics such as drafting effective contracts, dispute avoidance and resolution, and the legal aspects of managing debt and finance, among others.

The project is one example of how our South Africa team is committed to supporting sustainability and development in the community through pro bono service.



11%
of pro bono hours
dedicated to climate
and biodiversity projects





GOOD GOVERNANCE

As a global law firm with a mission to make business better, it is in DLA Piper's strategic interest to support strong rule of law in developing countries. This will create a solid level playing field for the private sector to bring about more sustainable and socially just development.

New Perimeter

[New Perimeter](#) is DLA Piper's nonprofit affiliate established to provide pro bono legal assistance around the world to support access to justice, social and economic development, sound legal institutions, and women's advancement.

Through New Perimeter, teams of lawyers from across the firm's global offices provide direct assistance to charitable organisations, governments and academic institutions on projects designed to strengthen a country's legal system, improve the skills of its judges, lawyers and law students, encourage economic growth, promote access to justice and the rule of law, and strengthen women's rights. Since its inception in 2005, hundreds of DLA Piper lawyers from dozens of offices worldwide have donated their time to New Perimeter projects.

Assisting Georgia with climate change negotiations

We assist Georgia's Ministry of Environment and Natural Resources Protection to support the country's participation in United Nations climate change negotiations. We provide Georgia with international legal counsel as well as on-the-ground support during negotiations. Since 2012, over 40 lawyers from 15 global DLA Piper offices have assisted Georgia on issues concerning international action against climate change. Our lawyers have been instrumental in helping Georgia gain admission into the Environmental Integrity Group (EIG), which significantly increases Georgia's ability to advocate for its interests.

Supporting the growth of pro bono in Mexico

New Perimeter works closely with [Mexico Appleseed](#) to help the nonprofit organisation create a sustainable pro bono culture and network within the legal profession in Mexico. Each year, DLA Piper lawyers teach classes about pro bono and public interest law to law students in Mexico. We also provide support to the organisation as it maintains and improves the Mexican Pro Bono Network. Since the project's inception in 2008, we've encouraged hundreds of young Mexican lawyers to incorporate pro bono into their legal careers.

Building capacity to negotiate government contracts in East Africa

Since 2014, New Perimeter has collaborated with the East African Development Bank (EADB) to train East African public sector lawyers and law professors on negotiating international transactions. International teams of DLA Piper lawyers deliver intensive, week-long workshops in Kenya, Rwanda, Tanzania and Uganda designed to build the capacity of public sector lawyers who are involved in negotiating transactions and drafting agreements on behalf of their governments. The objective is to help countries in the region to structure transactions and related policy in a manner beneficial to the host country.

Overturing the Zimbabwean Exemption Permit regime in 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.

"The ZEP is considered by many to be a progressive Pan-African scheme that has aided the management of migration and fostered socioeconomic stability across Southern Africa. While this case is centered around ZEP holders, the principles of the case are of concern to all who live in South Africa. Hasty government action that does not respect everyone's right to be fairly consulted when their rights are adversely affected should be opposed in all its manifestations. This, so that South Africa can be a place where government exercises its power fairly, deliberatively and with full sight of its consequences."

Nicole Fritz

Director at the Helen Suzman Foundation (HSF)

Supporting start-ups in the South Pacific

In Australia, DLA Piper pro bono teams have teamed up with the tech sector on a project to develop the start-up ecosystem in the South Pacific, and specifically in Fiji and Papua New Guinea. The project is supported by the International Centre for Democratic Partnerships, a nonprofit organisation that encourages dialogue between Pacific and Australian leaders.

To date, we've held four workshops on building entrepreneur capacity in the region. The sessions aim to teach entrepreneurs how to develop a globally focused business model that will be attractive to venture capital funds, how to seek investment from venture capital funds and how to grow their business internationally.

In 2022, two workshops in Papua New Guinea and Fiji respectively saw more than 15 entrepreneurs in each country attend. With DLA Piper, local lawyers also attended the sessions in Fiji to give their insights and perspectives.



Landmark case of Fisher v Commonwealth

We're supporting the Victorian Aboriginal Legal Service and the Human Rights Law Centre in the matter of Fisher v Commonwealth. The case involves a challenge to the blanket Age Pension age requirement of 67, on the basis that it is discriminatory against Aboriginal and Torres Strait Islander Australians because of their lower life expectancy.

This is the first time that the federal government has been required to face court in connection with its failure to close the gap in life expectancy between Aboriginal and Torres Strait Islander and non-indigenous Australians. If successful, the case will not only rectify the existing inequality of access to the pensions, but also help to improve the economic participation, financial security and wellbeing of Aboriginal and Torres Strait Islander people who can no longer work. We expect to receive judgment later this year.

Read more about the case in [The Guardian](#), [The Age](#) and [HRLC](#).

Managing our supply chain impacts

Our choice of suppliers, and how we work with them, has social and economic impacts. We're committed to doing all that we can so our procurement activities don't cause negative impacts and, where possible, contribute to a more sustainable, inclusive and equal world.

We're an international business, with a wide range of suppliers operating in many different sectors all over the world. However, as an office-based organisation our supply chain is less complex compared to some industries, consisting mainly of suppliers of professional goods and services such as facilities management, human resources, information technology and marketing.

Our [Sustainable Procurement Policy](#) guides our approach to procuring sustainably, outlining the standards and expectations that we expect everyone at DLA Piper to adhere to. Our [Supplier Code of Conduct](#) outlines what we expect from our suppliers in terms of their environmental and social performance. Over the last year we reviewed both policies to ensure they're fit for purpose. Our Procurement Assurance Committee is a cross-functional group that meets quarterly to review procurement and supplier-related risks. The group includes representatives from our Responsible Business team and can escalate risks to the Board's risk sub-committee, as needed.

Through our new supplier management portal, which we onboarded in 2023, we began to measure new social and environmental risks for our key suppliers. We now systematically track country-specific social and environmental risks where our suppliers operate, including human rights, labour rights, and business ethics and anti-corruption. This allows us to carry out additional targeted due diligence and engage further with suppliers when needed on managing these risk areas.

We're also testing tailored supplier ESG self-assessments. Once fully launched, they will allow us to assess our suppliers' ESG performance in a more targeted way – including by sector, by country, and against other key parameters. This will help us gain relevant information about our suppliers without overburdening them with information requests.

With these new tools we're also beginning to form a picture of how diverse our suppliers are. This insight will eventually allow us to set objectives for increasing diversity within our supply chain.

Our procurement activity accounts for 95% of our carbon footprint, and we have been engaging our key suppliers on climate action over the past year. Read more about this in our [Net Zero Deep Dive Report 2022-23](#).

Using data for better decision making

For several years, we've been developing tools to enable a more consistent approach to data management, evaluation and impact reporting of our pro bono and community programmes.

In the last year we've enhanced and standardised our data collection for all pro bono matters and clients, enabling us to synthesise and analyse data to provide rich insights into the trends and impacts of our work. This cohesive approach to data collection is providing greater transparency and promoting collaboration across our international team. It has also led to a reduction in the administrative efforts involved in reporting. We've done this through the deployment of the Pro Bono Portal (see more on the Portal above).

We've also been developing the capacity of our teams to measure our impact more effectively. We're continuing on this journey and are working with IG Advisors and Impact Mapper to ensure we're adopting a best-in-class approach for evaluating quantitative and qualitative data.

Our Climate and Conservation Practice is working with Impact Mapper to develop a pilot project to understand the impact our advice is having on climate change. Through the project we'll audit our current data, update our impact framework and implement new impact metrics. Our goal is to raise awareness of our climate impact with audiences across the firm and beyond and create a new structure for measuring impact across our wider pro bono practices.



What's next

ENHANCING OUR COMMUNITY ENGAGEMENT

Looking ahead, we'll continue to explore opportunities to roll out high-impact community engagement programmes to address local inequality issues, including expanding the Head Start programme to additional countries.

We'll also develop a skills-based volunteering strategy so all colleagues across our firm can provide their expertise to our communities in a meaningful way.

UNDERSTANDING THE REACH OF OUR IMPACT

We'll expand our understanding of social impact beyond our community investment. We have also commissioned a study led by Oxford Economics Africa to explore the socio-economic impact of our local presence in South Africa and our partner firms in Kenya, Nigeria, and Zambia. The study consists of desk-based research and interviews with key stakeholders to understand the impact our operations have on the economy, employees, and communities. The findings of the study will help us further develop our approach to making positive impact in the region.

Using technology to empower communities in need

Climate change, forced displacement, food insecurity, inequality, and energy poverty require resources beyond the capacity of governments and donors alone. New financing models can attract private capital, manage risk, and combine public or philanthropic funding with new sources of investment to tackle these complex global challenges. We'll continue to strengthen our work in this important area.





Reporting on societal impact

Scope, methodology and assurance

We are continually improving our approach to reporting on our sustainability performance. This report aligns to the GRI Standards 2021 where possible, as well as to relevant indicators from SASB Standards and World Economic Forum's Stakeholder Capitalism Metrics. Our reporting is not yet where we'd like it to be, and we are actively working on improving it.

Reporting boundaries

We primarily report on activities and performance of **DLA Piper International**, which excludes our offices in the US, our Brand Integrated Firms, and our partner firms in Africa. However, for some activities and performance, where data is available and helpful, we include these entities in our reporting. We've labelled clearly where the scope of data reported is beyond DLA Piper International.

Restatement of data and introduction of new metrics

We've restated some data for previous years in this report. Some data may be different from what may have been reported in previous years, due to updated classifications, methodologies, or due to corrections. Where data has been restated from what had been previously reported, we have noted this in the 'Basis of preparation and notes' section below each relevant table.

We have included more regional data to provide greater geographic granularity. This data is grouped by our regions of operation and includes Asia Pacific (APAC), Europe, the Middle East and Africa, and the UK and Ireland. Some data breaks out Asia and Australia separately.

Basis of preparation

Where relevant, we've included notes on basis of preparation next to the data tables. These contain more details on how the data has been derived.

Assurance

Corporate Citizenship has provided [limited assurance of the non-environmental data sets](#) in this report against the GRI Principles of Accuracy, Clarity, Comparability, Timeliness and Verifiability, using the ISAE 3000 standard.

ESG metrics

DLA PIPER AT A GLANCE

	2019/20	2020/21	2021/22	GRI 2-7 2022/23
Total number of people	7,186	7,445	7,684	7,944
Number of people (International)	6,245	6,547	6,719	6,896
Number of people (Brand Integrated Firms)	941	898	965	1,048
% women in organisation	58%	58%	58%	58%
% business services of total population	48%	47%	50%	46%
% fee earners of total population	52%	53%	50%	54%
Average employee age	37	38	38	38
Total number of new hires	2,065	1,237	2,111	2,308
Voluntary employee turnover rate	13%	11%	17%	15%

Basis of preparation and notes

1. All figures except turnover as at the last day of the financial year (30 April 2023).
2. % figures given are % of International only. They do not include Brand Integrated Firms with the exception of the third line of data.
3. % turnover is the number of leavers in International expressed as a percentage of the year-average population. The Voluntary turnover rate excludes retirement and any other reason that isn't resignation based.
4. Restatement of data: the data disclosed for our voluntary turnover rate has been updated as the data in last year's report represented overall turnover across the firm. These figures have now been updated so that they represent the voluntary turnover rate only.



Our society

LEGAL PRO BONO

	2019	2020	2021	2022
Total number of legal pro bono hours contributed [hours]	206,336	227,508	197,512	215,521
North America	115,113	133,739	103,531	117,000
Europe, Middle East and Africa	66,047	73,830	71,466	77,414
Asia Pacific	25,176	19,939	22,514	21,107
% of hours dedicated to forcible displacement	n/a	n/a	14%	26%
% of hours dedicated to climate, environment and biodiversity	n/a	n/a	8%	11%
% of hours dedicated to good governance	n/a	n/a	10%	6%
% of hours dedicated to clinics	n/a	n/a	n/a	14%
% of hours dedicated to individual work	n/a	n/a	n/a	6%
Average number of hours dedicated by lawyers in the UK and Ireland	n/a	n/a	n/a	40
Average number of hours dedicated by lawyers in the Asia	n/a	n/a	29	26
Average number of hours dedicated by lawyers in the Australia	n/a	n/a	77	68
Average number of hours dedicated by lawyers in the Middle East and Africa	n/a	n/a	29	61
Average number of hours dedicated by lawyers in the Americas	n/a	n/a	62	68
Average number of hours dedicated by lawyers in Europe	n/a	n/a	n/a	39

Basis of preparation and notes

1. Legal pro bono hours are provided as a global total, which includes pro bono hours contributed by our Brand Integrated Firms, US offices and our African Partner Firms. These hours are provided on a calendar year basis, rather than a financial year basis.
2. Regional averages are calculated using total pro bono hours from each region and head count from the financial year.
3. Exclusions: The regional average for the Middle East and Africa excludes our African Partner firms and our office in Morocco, which did not record pro bono hours this year.
4. Exclusions: The regional average for Europe excludes our Brand Integrated Firms.

FLAGSHIP COMMUNITY PROGRAMMES

	2019/20	2020/21	2021/22	2022/23
Number Fellows supported by our Global Scholarships Programme	59	59	58	50
Number Scholars supported by our Head Start programme	58	86	137	162

Basis of preparation and notes

1. Numbers are as at year-end (30 April 2023).
2. Head Start figures include scholars supported by our UK, China, Australia, Kenya and New Zealand offices. As these are multi-year programmes, the number of participants between year is not deduplicated and may represent participants who also are listed in previous years.

FUNDRAISING

	2019/20	2020/21	2021/22	2022/23
Total funds donated by DLA Piper (£GBP)	n/a	n/a	n/a	£542,402
Total funds raised by employees and other sources (£GBP)¹	£109,830	£117,561	£79,130	£246,410
Volunteering hours (non-pro bono)	n/a	n/a	n/a	3,910
Number of staff engagements for volunteering	n/a	n/a	n/a	2,541

Basis of preparation and notes

1. The FY 2022/23 figure was prepared in accordance with B4SI. It is therefore not directly comparable with figures published in previous years. 2022-23 now includes a larger source of funds identified as part of our Business for Societal Impact (B4SI) submission. This consists of funds contributed by employees for specific causes, funds contributed by employees in the UK through payroll giving, and funds contributed by outside sources.
2. Volunteer time represents hours given by DLA Piper employees from various countries across the international firm, during working hours.
3. Staff engagements log the number of engagement opportunities taken up by our people.



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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