



DLA PIPER

# Sustainability Report 2020/2021

Executive Summary

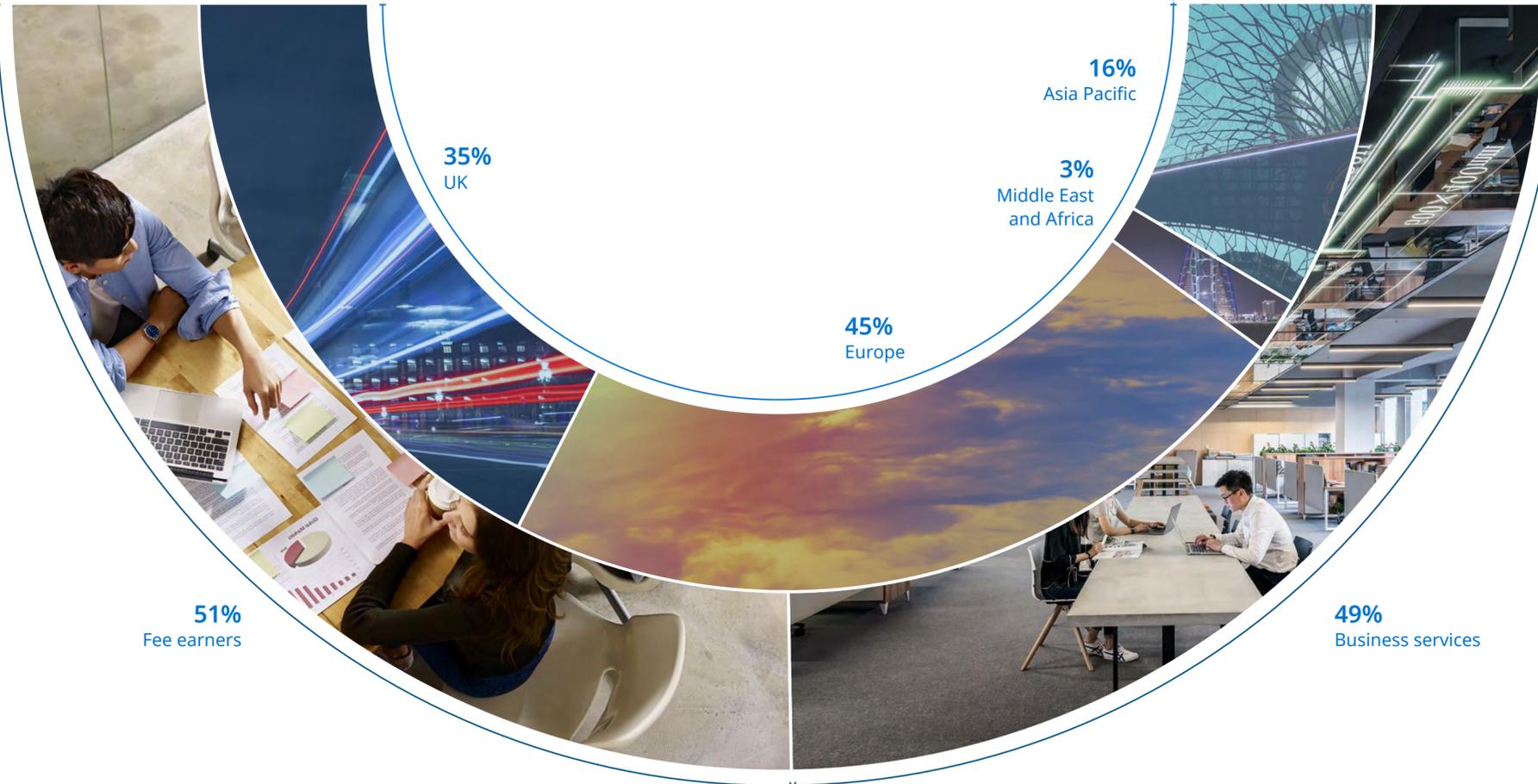


DLA PIPER

# About us

**6,547** lawyers and business services professionals internationally

**51** offices in **31** countries



**58%**  
female



**42%**  
male

**21%**  
of our partners  
are female



**24%**  
of new partner promotions in 2021 were female

**1,237** new employees hired in 20/21

DLA Piper is a global law firm with representation across the world. This report concentrates on the activities of our offices in Africa, Asia Pacific, Europe and the Middle East (which we refer to as “DLA Piper International”). All content in this report relates to DLA Piper International, unless otherwise specified.

Our clients include more than half of the Fortune 250 and nearly half of the FTSE 350 or their subsidiaries

Our 20/21 carbon footprint is **12.1 tCO<sub>2</sub>e** per employee or partner\*

\* This calculation includes headcount and emissions from our Brand Integrated Firms, as these offices were included in the scope of our science-based carbon reduction target.

# Our approach to sustainability

## Supporting our clients on the ESG journey

DLA Piper is committed to making businesses better by helping clients and communities transition to and thrive in a more sustainable future.

This transition demands a rethink of how value and growth is defined and created. Companies increasingly understand that their long-term value depends upon their social value, how they respond and contribute to social justice, economic inclusivity and whether they are environmentally regenerative. How can providers of professional services contribute to this transition? And what is the role of the lawyer in this new world?

Businesses are facing two related challenges. On the one hand, to secure their social license to operate, they must demonstrate a commitment to creating long-term, sustainable value, aligning their strategies with social purpose. On the other, they must navigate a complex and rapidly evolving landscape of ESG (Environmental, Social & Governance) regulations and standards around transparency and disclosure. Law firms are uniquely positioned to help companies address both of these challenges.

Legal teams are no longer just reacting to ESG issues but becoming involved proactively in integrating material ESG risks and opportunities in companies' policies and strategies. Lawyers are helping clients deliver their sustainability goals in a number of key ways (see the diagram on the right).

### HOW WE SUPPORT OUR CLIENTS ON S&ESG



Strategy and decision-making



Horizon-scanning



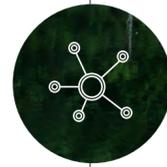
Transparency and disclosure



Policies and procedures



Grievance procedures



Managing indirect impacts



Crisis management

**Where we go from here:** At DLA Piper our aim is to support our clients on their social and environmental transition and for professional services one of the biggest sustainability challenges is to understand and assess how their work contributes towards this. Different sectors and geographies face very different sustainability challenges and our aim is to provide clients with a clear understanding of how, by working with DLA Piper, we are enabling them to take climate action or make progress on diversity or business and human rights. For the time being, one thing is certain. The legal sector is on a sustainability journey, and there's no turning back. Here at DLA Piper, we're excited about the opportunities ahead.

*“We must be fit for a future where success and value are measured not only by profitability, but also our impact on climate and society.”*

**Simon Levine, Global Co-CEO**

## Our S&ESG strategy and material issues

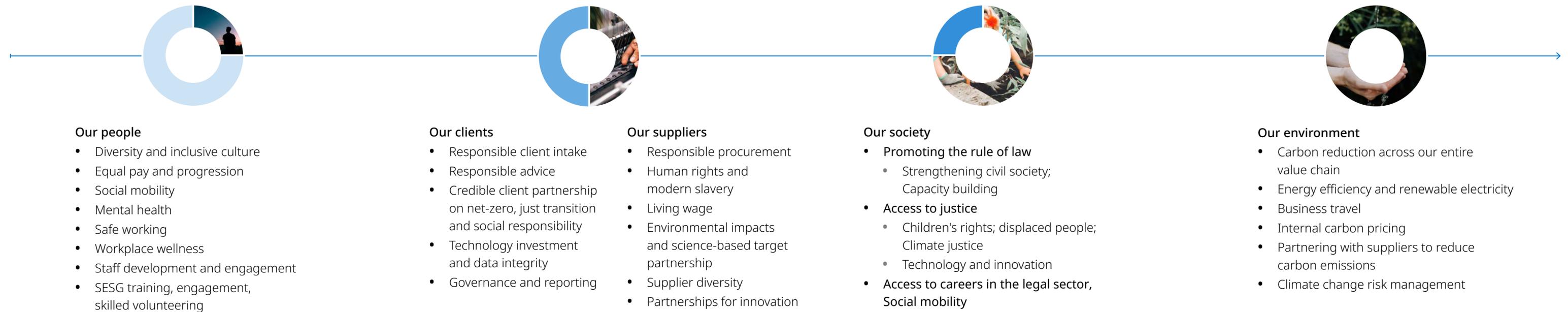
**Material issues:** For any business, the first step towards contributing to sustainability is understanding and then managing its most important social and environmental impacts. We recently gained insights into our own material impacts and sustainability priorities through a materiality assessment. We will complete the assessment by the end of 2021 and will base our next Sustainability Report on these findings.

Until our materiality assessment is fully complete, the sustainability strategy and priorities covered in this executive summary and the [DLA Piper Sustainability Report 2020/21](#) are based on some of the preliminary findings of our materiality assessment and a long history of continuous informal stakeholder engagement, giving us a solid understanding of the areas we need to focus on.

**Our strategy:** Our Sustainability and ESG (S&ESG) strategy focuses on four areas – our people, our clients and suppliers, our environment, and our society. Within each focus area, we have defined specific issue areas that we see as priorities for our business to address and report on.

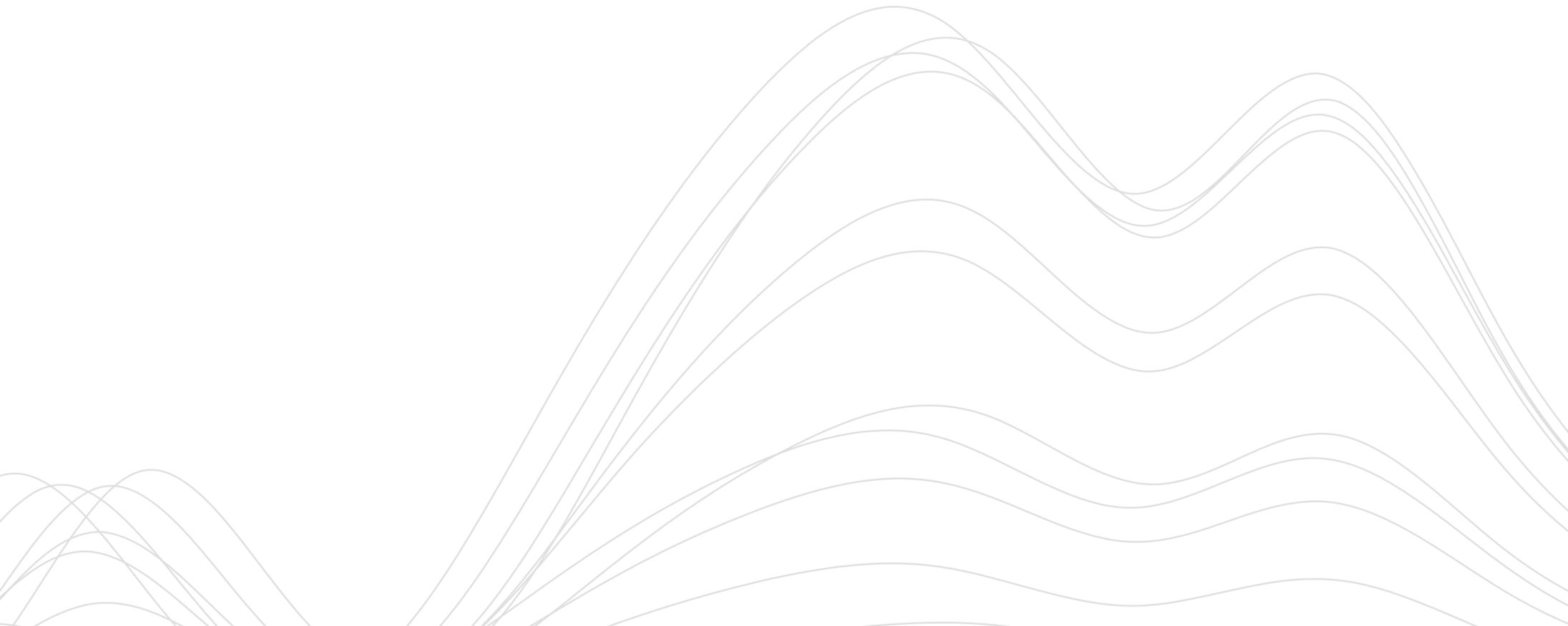
Like many of our peers, we are at different stages of maturity in addressing these key issues. For some, such as climate action and diversity and inclusion, we already have ambitious time-bound and measurable targets, while in other areas we are still working to assess our current performance and define our desired level of ambition.

To close this maturity gap, we are working to develop better data baselines for our current performance and to improve our governance and management systems.



**Sustainable Development Goals:** We support the UN's Agenda 2030 and Sustainable Development Goals (SDGs). We believe that business has a key role to play in achieving the SDGs, alongside other stakeholders. We understand that simply mapping our work to the SDGs doesn't help us or our stakeholders understand how we are making a meaningful contribution to their achievement. We are currently working to understand how our work contributes to our material SDGs at the target and indicator levels, and how we can better measure this. You can see the initial outputs of this work on p. 123 of our [Sustainability Report 2020/21](#).

**Responding to COVID-19:** From early 2020 onwards, the COVID-19 pandemic has had a profound impact around the world. During this challenging time, we've been focusing on providing stability and support to our people, clients, suppliers and communities. We've taken a lot of our support online, expanded access, and boosted the mental health and wellbeing support we provide to our people. We've also learned lessons from the pandemic that we will take forward beyond the crisis. To read in more detail about how we supported our stakeholders during the last 18 months please go to p. 22 of our [Sustainability Report 2020/21](#).



# Diversity and inclusion

With offices worldwide, understanding, valuing and incorporating difference is woven into our culture. Like most law firms, we are not yet where we'd like to be and are working to improve our performance.

## OUR GOALS

- 30% of all partners to be women by 2025 (40% by 2030)
- At least half of all future internal partner promotions to come from underrepresented groups from now on.
- Ensure our Business Services population remains inclusive and representative through monitoring and targeted recruitment.



**A strategic priority:** We know there are areas where our business lacks diversity, particularly at partnership level. Today, just 21% of our International firm's partners are women. We've made D&I a strategic priority across our business, ensuring that DLA Piper is a place where difference is valued, and people of all backgrounds have a fair opportunity to succeed.

**Launching our international D&I strategy:** In March we launched our firmwide D&I strategy and goals. The strategy is the result of a year-long planning process. It was developed in consultation with a wide range of stakeholders, including our executive team and Board, international group heads, partners and our employee networks. Read more about our strategy on p. 28 of our [Sustainability Report 2020/21](#).

**Improving workplace gender balance:** We have taken several steps to improve gender balance in our firm, including applying gender-balance principles across the full employee lifecycle, carrying out annual audits to reduce pay disparity, adjusting bonus targets to avoid excessively high hours targets, and ensuring promotions are inclusive, transparent and proportionate by publishing clear promotion criteria.

**Learning from the murder of George Floyd:** The murder of George Floyd by a US police officer in May 2020, and the wave of protests that followed it, sparked a period of reflection and learning for our business. Read more about our learnings and actions on p. 33 of our [Sustainability Report 2020/21](#).

**Improving social mobility in the UK and internationally:** We have a strong track record as a leader in social mobility. In 2019, we were the first law firm to sign the Social Mobility Pledge, and published [Levelling Up Law](#), the UK legal sector's first social mobility road map. This year we will publish an internal Social Mobility Report covering our UK workforce. This will help us to set meaningful goals and track our progress in a transparent way.

We're working to improve social mobility within and outside our firm through the way we run our graduate recruitment process, our apprenticeship programmes, and through several long-term, high impact outreach and partnership programmes. For more about Head Start and our other community partnership programmes, see p. 74 of our [Sustainability Report 2020/21](#).

**Staying engaged:** Our employee networks played a crucial part in helping us learn, reflect and share our experiences in the diversity and inclusion space. Read more about PACT (Parents and Carers Team), Iris (our international network for DLA Piper's LGBT+ community), LAW (Leadership Alliance for Women), Mosaic (our cultural and ethnic diversity network), and Ability (our network aimed at supporting our people with disabilities) networks on p. 36 of our [Sustainability Report 2020/21](#).

**What's next:** Making progress depends on gaining an accurate understanding of people's experiences within the firm. One of the key areas we will work on to support our strategy is better data collection and introducing country-level KPIs.

*“I’ve always felt I could succeed regardless of the colour of my skin. But when I started in the legal sector I quickly noticed that very few people looked like me. It made me feel as if the system was sort of built to exclude people who look like me.”*

**Felix Ndi-Obiosa, Of Counsel-Africa, Finance, Projects and Restructuring, in London**

# Health, safety and wellbeing

Law is a rewarding profession – but with long hours and a high-pressure working environment, it can also be a stressful one. The COVID-19 pandemic, and the mental health challenges that have come with it, have brought these issues into even sharper focus. At DLA Piper, supporting our colleagues' physical and mental wellbeing is a key priority.

**Health and wellbeing strategy:** In 2019 we launched our health and wellbeing strategy to help our people manage their wellbeing. Read more about this on p. 41 of our [Sustainability Report 2020/21](#).

**Supporting our people:** To support mental health during the pandemic, we ramped up the resources available to colleagues and rolled out new initiatives, complemented with more frequent communication about the help available. A major initiative was the international launch across all of our countries of our MyCare EAP and online app.

We also launched our online coronavirus hub, with guidance on coping with the demands of remote working, maintaining healthy working practices, staying positive and connected, and avoiding burnout, and rolled out our SPEAK Ambassador programme, a network of colleagues who have been specially trained in how to have conversations about mental health. See p. 42 in our [Sustainability Report 2020/21](#) for more details.

Other initiatives included a refreshed flexible working policy, a resilience programme to help our people navigate the stresses and anxieties of lockdown, and additional support such as home workstation assessments by ergonomic specialists. This support was offered to all our colleagues, with a special focus on those with pre-existing health conditions and new or expectant mothers.

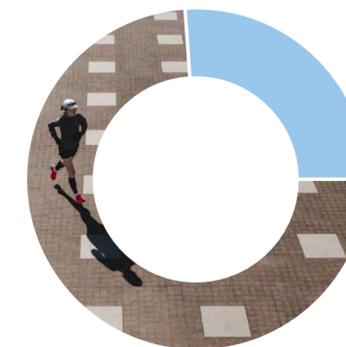
**Tracking our performance:** Over the course of 2020 we ran five wellbeing surveys to gain insights into how our people were coping during this challenging year. Many of the health and wellbeing resources we launched during this time were based on the valuable feedback we gained from these surveys.

We will carry out three further short surveys in 2021, along with one longer engagement survey later in the year.

**What's next:** We'll continue to focus on our COVID-19 response, ensuring it remains relevant across all countries. We also plan to increase engagement with our EAP internationally, and to scale our SPEAK Ambassador programme. We are also working to gather more data and metrics to inform our approach.

*“Throughout my career I have often been involved in advising on mental health and wellbeing issues, both from the employer and employee side. I strongly believe that employers have a key role to play in supporting employees' mental wellbeing.”*

**Helen Colquhoun, Partner, Employment and SPEAK ambassador, in Hong Kong**



**74%**  
Average emotional wellbeing index score<sup>1</sup>

<sup>1</sup> Average across all 2020 Pulse surveys

# Learning, development and engagement

Helping our colleagues grow and feel engaged in their work, and supporting them on their career paths is a key part of what it means to be a responsible employer.

We recognise that personal and professional development requires different types of learning – and that people learn in different ways. Our aim is to provide a range of learning opportunities that our people can use according to their own needs and preference, from formal training to pro bono work. Colleagues can also sharpen their skills through volunteering or being part of a local office champion group.

**The DLA Piper Academy:** In September 2020 we launched the DLA Piper Academy, a single online platform for everyone in our business to access targeted training and development plans. In the first three months since its launch, more than 6,000 Academy learning sessions were completed. Currently, 37% of our people across the firm internationally have attended an event or programme delivered through the Academy.

**Community activities and pro bono work:** It's part of our culture to encourage our colleagues to apply their professional knowledge and skills to social and community causes. This includes providing opportunities for lawyers to work pro bono to strengthen civil society and support vulnerable individuals, and for all our colleagues to volunteer, for example, as mentors on outreach initiatives like Head Start and our Global Scholarships Programme.

**Internal engagement on climate action:** eMission 2030 is our internal international campaign to engage our colleagues in helping us meet our science-based carbon reduction target. The campaign shares quarterly updates, educational material and communications on our progress towards the target. It brings together a network of over 150 office champions, who work to translate our international climate strategy and priorities into local office-led actions.

**Embedding sustainability into everyone's skillset:** In November 2020 we launched a firmwide S&ESG introductory training programme to ensure we are equipping all of our people with relevant sustainability skills and knowledge. This is now being followed by sector- and theme-specific trainings around the ESG agenda.

**Employee networks:** Our employee networks play a key role in engaging our people with diversity and inclusion issues. This includes holding events and having frank conversations about important topics such as the impact of COVID-19 on workplace gender equality, the Black Lives Matter movement and what it means to be an ally.

**What's next:** We are investing in digital learning technologies, ramping up our Solicitor Apprenticeship programme, and expanding our S&ESG training for all our colleagues. Read more in our [Sustainability Report 2020/21](#).



250+ DLA Piper people serving as mentors to young people from disadvantaged backgrounds



72% Overall firmwide engagement score (up 4% since 2019)



382 colleagues completed our S&ESG 101 training internationally



1,939 of our lawyers have given their time to pro bono projects in 2020

# Our clients

DLA Piper’s client base includes many of the world’s major companies, from multinational enterprises to emerging technology companies. Together, they represent more than half of the Fortune 250 and nearly half of the FTSE 350 or their subsidiaries. We also advise governments and public sector bodies.

- #1 We are Global Law Firm of the Year 2021, Financing Wind 2021
- 50% of the firm’s partners had advised on a S&ESG-related issue in the past two years, according to an internal September 2019 survey
- #1 We are the number one legal advisor for Global Renewable Energy by deal count, based on rankings from inspiratia for the first half of 2021



Collectively, the activities of our clients and the decisions they take have a major societal and environmental impact. Our legal guidance and business advice has a significant influence on that impact. Lawyers are playing an increasingly active role in shaping organisations’ strategic direction in terms of sustainability – and for us, this means encouraging them to go beyond regulatory compliance and focus on improving their sustainability performance.

Our work with clients represents our biggest opportunity to make a positive difference to society, reduce environmental impacts, and support a green recovery.

## BUSINESSES MUST INTEGRATE SUSTAINABILITY – OR FACE EXPOSURE TO UNCERTAINTY AND MAJOR RISKS:



- Legal and regulatory risks
- Litigation exposure
- Breach of fiduciary duties
- Resource insecurity
- Limited access to finance
- Reputational risks

## BUSINESSES THAT FAIL TO ADDRESS SUCH RISKS STAND TO LOSE:

- Profit
- Investment
- Brand value
- Social licence to operate
- Market position

**How we work with clients:** Through our S&ESG client offer, we help clients navigate these challenges, so they can create sustainable value. Because each sector faces its own unique sustainability challenges and requirements, we take a sector-based approach to our S&ESG client work. All employees and partners have access to S&ESG training and, all our lawyers are trained in sustainability issues so they can apply this knowledge to their existing sector expertise. We view sustainability as a global challenge that requires local implementation, so we depend on the knowledge and understanding of locally embedded, networked lawyers in one global firm. We support clients at all stages of their sustainability transition.

**Being a credible sustainability partner:** Just as we advise our clients on S&ESG issues and help them create sustainable value through our S&ESG services, we also partner with them to help us manage our own sustainability impacts, sometimes in collaboration with other external stakeholders. In this way we work towards common sustainability goals and tackle challenges together.

We believe that being a trusted, credible sustainability partner means listening closely to our clients, but also challenging them when we feel it’s right to do so. For example, many of our clients provided valuable feedback for our materiality assessment, helping us identify the impacts and concerns that mattered most to them. At the same time, we’re active in shaping our clients’ sustainability strategies. This includes pushing back on assumptions and encouraging clients to embrace change and do things differently.

**Innovating our services:** Investing in innovation is an important part of being the law firm of choice for our clients. For example, in 2021 we partnered with Datamaran®, a cloud-based S&ESG risk management and data platform, to develop a tool for integrating S&ESG considerations into legal due diligence. Another example is Aiscension, an AI-based risk management service we developed in partnership with Reveal that is able to detect illegal cartel activity, including price fixing, bid rigging, market sharing, collective boycott, and exchange of competitively sensitive information. Read more on p. 58 of our [Sustainability Report 2020/21](#).

**What’s next:** In the future, we want to do more to ensure that the advice and support we provide is set in the context of a wider understanding of our clients’ S&ESG performance and sustainability goals. We’re also looking at how to better quantify the S&ESG impacts of our work with clients, so we can work together on shared S&ESG objectives.

# Our suppliers

Our supply chain is made up of 9,000 businesses and sub-contractors providing goods and services that support our operations. These include professional services and consultancy, property, facilities management, human resources, information technology and marketing.

## OUR GOALS

- 100% of key suppliers to have signed our updated Sustainable Procurement Policy and new Supplier Code of Conduct
- 100% of key suppliers to have contracts that include clauses on environmental, labour, and human rights requirements
- 100% of all key suppliers to have sustainability objectives in place
- 100% of colleagues with procurement responsibilities across all locations to receive training on the Modern Slavery Act



The assessment identified 155 suppliers who were classed as higher risk in terms of potential environmental and social impacts. We are currently engaging these suppliers to ensure they have received and agree to our [Sustainable Procurement Policy](#) and [Supplier Code of Conduct](#). Over the next year we'll work to advance our S&ESG due diligence practices further. We'll also build S&ESG elements into our new supplier segmentation, performance management, governance and assurance processes.

**Mapping our supply chain carbon footprint:** 96% of our carbon emissions result from sourcing goods and services from our suppliers. We're currently developing a supplier engagement strategy so we can better understand the carbon impact and ambitions of our suppliers and begin to work with them to reduce these emissions.

**Modern Slavery training:** Since 2020, all employees with procurement responsibilities receive annual mandatory training around the Modern Slavery Act (UK and Australia) and potential human rights issues in our supply chain. In 2020/21 80% of relevant colleagues (128 people) have completed the training. During the next year we're planning to make this training mandatory for all our people, regardless of their role, and to improve the completion rate.

**What's next:** One of our biggest priorities will be working with our key suppliers to reduce carbon emissions in our supply chain carbon hot spots, to help us meet our science-based carbon reduction target by 2030. In the next year we'll also continue to focus on assessing our procurement management systems against best practice, and ensure we're fully integrating S&ESG due diligence processes throughout the entire procurement management lifecycle. Read more in our [Sustainability Report 2020/21](#).

We aim to work closely with our key suppliers to reduce supply chain risks and contribute to sustainable growth.

We're also looking at how we can support smaller suppliers on S&ESG issues: for example, by helping them share resources more easily, and supporting them to meet new regulatory requirements.

**S&ESG supply chain risk assessment:** In 2020 we carried out an S&ESG supply chain risk assessment to understand the environmental and social risks associated with our procurement activities, and identify the highest risk suppliers internationally.



9,000 suppliers



155 suppliers identified as higher S&ESG risk



100 suppliers account for 50% of all carbon emissions stemming from our supply chain



96% of our carbon footprint comes from our supply chain

# Our society

We aim to create long-term, sustainable solutions to social challenges and invest our resources where we can have a substantial and long-term impact, addressing key societal issues for our sector. At the same time, we ensure that our people have the freedom to engage with community groups and charities, addressing issues they care most about.

**Tackling social inequality:** Through our network of offices in emerging markets, we support many developing countries to transition from aid-led to private sector-led economies. We do this by:

- working with governments to identify and remove barriers to foreign direct investment;
- introducing our clients to opportunities for inbound investment;
- creating new local jobs; and
- supporting skills transfer and capacity building.

We undertake long-term outreach work in collaboration with a range of community partners, including charities, schools, universities, and government, both at local and national levels. By collaborating, we ensure that our work aligns to the SDGs, addresses critical issues, and tackles the root cause of inequality to drive sustainable change.

**Breaking down social barriers through Head Start:** Run in several of our locations internationally, our Head Start programmes support talented young people who face social, economic or cultural barriers to entering and succeeding in the legal profession. Head Start helps students increase confidence, build networks and gain knowledge through a mixture of internships, skills training and mentoring. Read more on p. 74 of our [Sustainability Report 2020/21](#).

**Global Scholarships Programme:** Alongside our social mobility initiatives, we also work to nurture future lawyers and build legal capacity in less-developed countries through our Global Scholarships Programme. Each year the programme supports students (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. The programme currently supports 59 Fellows from 18 countries. Read more on p. 77 of our [Sustainability Report 2020/21](#).

**Fundraising and donations:** We have a longstanding commitment to work with global partners to raise funds for issues and organisations our people care about. Throughout 2020, we donated and raised funds totalling GBP276,348 to support vulnerable individuals and communities. Of this, 70% came directly from fundraising focused on supporting people affected by the COVID-19 pandemic.

**What's next:** We're focusing on developing our approach to managing our societal impact across four key areas – understanding the impact of our advisory services, harmonizing our approach internationally, contributing to the UN SDGs, and leveraging all parts of our business more effectively. Read more on p. 87 of our [Sustainability Report 2020/21](#).

## HEAD START AROUND THE WORLD



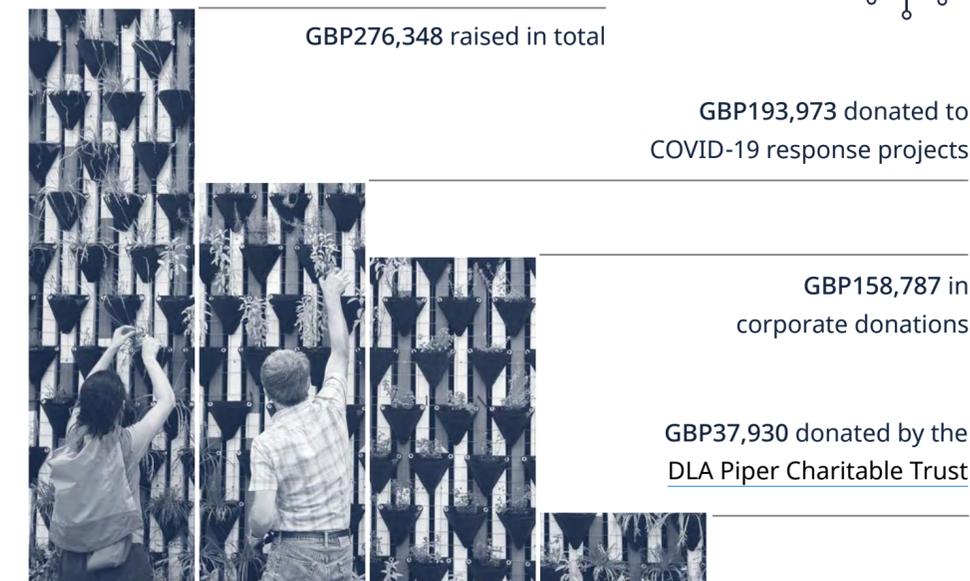
In the **UK**, our Head Start programme currently supports 95 students from six cities.

In **Australia**, the programme supports Aboriginal and Torres Strait Islander students. Run in partnership with CareerTrackers, the programme is part of our Reconciliation Action Plan.

In **China**, Head Start supports eight law students who come from remote and rural parts of China.

In **Kenya**, Head Start launched in June 2021. The five-year programme is currently supporting 20 students, and is run in partnership with Kenya Commercial Bank.

## 2020 FUNDRAISING HIGHLIGHTS



# Pro bono

Around the world, our lawyers give free (pro bono) legal advice to promote the rule of law and increase access to justice, particularly for children and asylum seekers. We deliver almost 230,000 hours of pro bono legal advice each year, making us one of the world’s largest providers of pro bono legal services.

We work with six types of pro bono clients:

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

**Our pro bono culture:** Working pro bono is a vital part of our culture, and central to fulfilling our purpose to make business, and the world around us, better. We believe that pro bono projects are key to developing the skills and experience of lawyers, and we want to ensure that all our lawyers have an opportunity to explore pro bono work. We expect our lawyers to contribute between 25 and 65 hours minimum to pro bono projects annually, depending on the region they’re based in.

Pro bono work also plays a key role in supporting our S&ESG agenda. It helps our lawyers reflect on their role in society, increase their awareness of the challenges disadvantaged people face, and consider the broader social context of their work.

Beyond our own firm, we are working to promote and stimulate the growth of pro bono legal work around the world. This includes holding events for law students, training other lawyers and working with bar associations to raise awareness.

**Focus areas:** Our pro bono practice focuses on three areas: supporting climate justice and conservation, protecting the rights of vulnerable people and supporting equality and good governance (see the next page).

In 2020/21 we significantly progressed our strategy on Forcibly Displaced People, and we launched new streams of work around the climate crisis and gender-based violence. Other highlights include the launch of a new project to support the economic development of the world’s least developed countries, and IRIS Represents, a project to boost our work to support the LGBTI+ community. For more details on our pro bono work please see p. 80 of our [Sustainability Report 2020/21](#).

**Our response to COVID-19:** COVID-19 had a significant impact on our pro bono work. When the first wave of the pandemic hit in early 2020, we moved all our clinics, programmes and courses online. Many of our front-line service providers were unable to continue their work and COVID-19 has forced us to rethink how we deliver some of our pro bono programmes. In some instances, it has given us an opportunity to reach new audiences and explore new models. For example, we are currently teaching a new online pro bono course in Fiji.



**228,852**  
pro bono hours\* contributed in 2020



**8%**  
of pro bono hours dedicated to children’s rights work



**16%**  
of pro bono hours supported individuals who normally wouldn’t have access to legal support



**15%**  
of pro bono hours supported displaced people, including asylum seekers and refugees



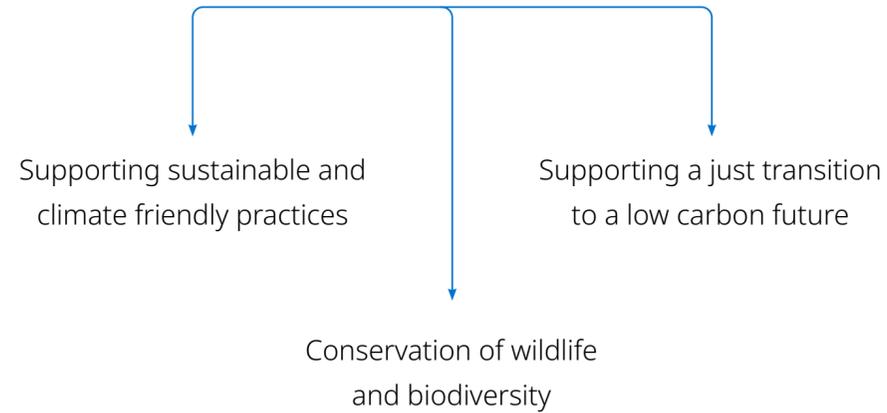
**103**  
countries where we had pro bono projects in 2020

\*Pro bono hours are given as global figures, including our US offices.

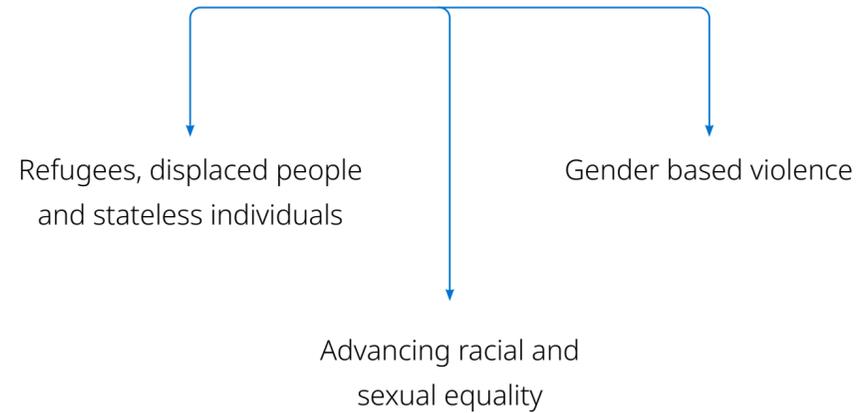
Our pro bono practice



Supporting climate justice and conservation



Protecting the rights of vulnerable people



Supporting equality and good governance



Rights holder engagement

Aligned to SDGs:



Partnerships

Aligned to SDGs:



Technology and data

Aligned to SDGs:



# Our environment

Our single most important environmental impact and opportunity is linked to the work we do for and with our clients, and the advice we give them. Understanding this issue is challenging, and we're working to gain more insights so we can manage it effectively.

## OUR GOALS

- We'll reduce our absolute carbon emissions by 50% by 2030 (base year: 2019) across scopes 1, 2 and 3
- We're aiming to reduce our supply chain emissions by 25% by 2030 (base year: 2019)
- We're aiming to reduce our business travel footprint by 75% by 2030 (base year: 2019)
- 100% of electricity in our UK offices will be sourced from renewable energy by 2025
- We're aiming to divert 95% of our waste away from landfill by 2025



Operationally, the vast majority of our carbon footprint is associated with procuring goods and services from suppliers and with our business travel. Aside from climate impacts, other key environmental impacts from our operations relate to resource use (such as energy, paper and water) and waste generation.

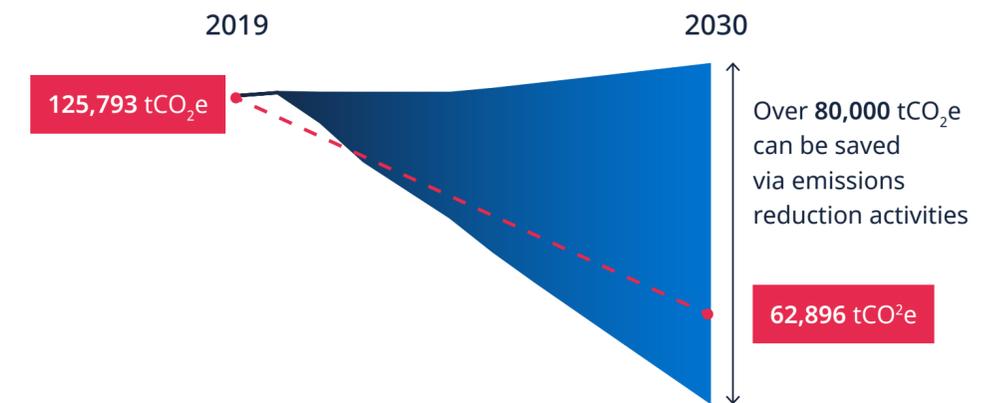
**Climate action:** In August 2020 we made a formal commitment to the Science-Based Targets initiative (SBTi) to set a new science-based carbon reduction target. Our new target has now been validated by the SBTi and commits us to reducing our absolute Scope 1, 2 and 3 GHG emissions by 50% by 2030 from a 2019 base year.

To ensure we deliver on this target, our International Energy and Climate Change committee (IECC), has built a carbon reduction strategy around the key areas that deliver the most impact.

We reduced our total carbon emissions by 29% from 2019/20 to 2020/21, however much of this decrease was induced by the COVID-19 pandemic.

For more details on our carbon reduction strategy and our latest performance data, see p. 88 of our [Sustainability Report 2020/21](#).

## WE ARE REDUCING OUR EMISSIONS BY 50%



## KEY CARBON REDUCTION AREAS

- Thoughtful travel
- Sustainable procurement
- Renewable energy
- Optimisation
- Future workplace

**Collaborating on climate action:** We believe that tackling the climate crisis depends on collaboration between all stakeholders, and support industry-wide and multi-stakeholder efforts to address climate change. Some recent examples include:

- In 2021 we partnered with Chatham House to organise a series of roundtable events on climate change.
- We've been appointed by the UK government as the Provider of Legal Services for the 26th UN Climate Change Conference of the Parties (COP26), the conference taking place in Glasgow in November.
- For more than five years we've supported a small government delegation in international climate negotiations through our pro bono programme, including during this year's COP26.
- We're active contributors and leaders in the Net Zero Lawyers Alliance, a legal sector collaboration launched in June 2021.

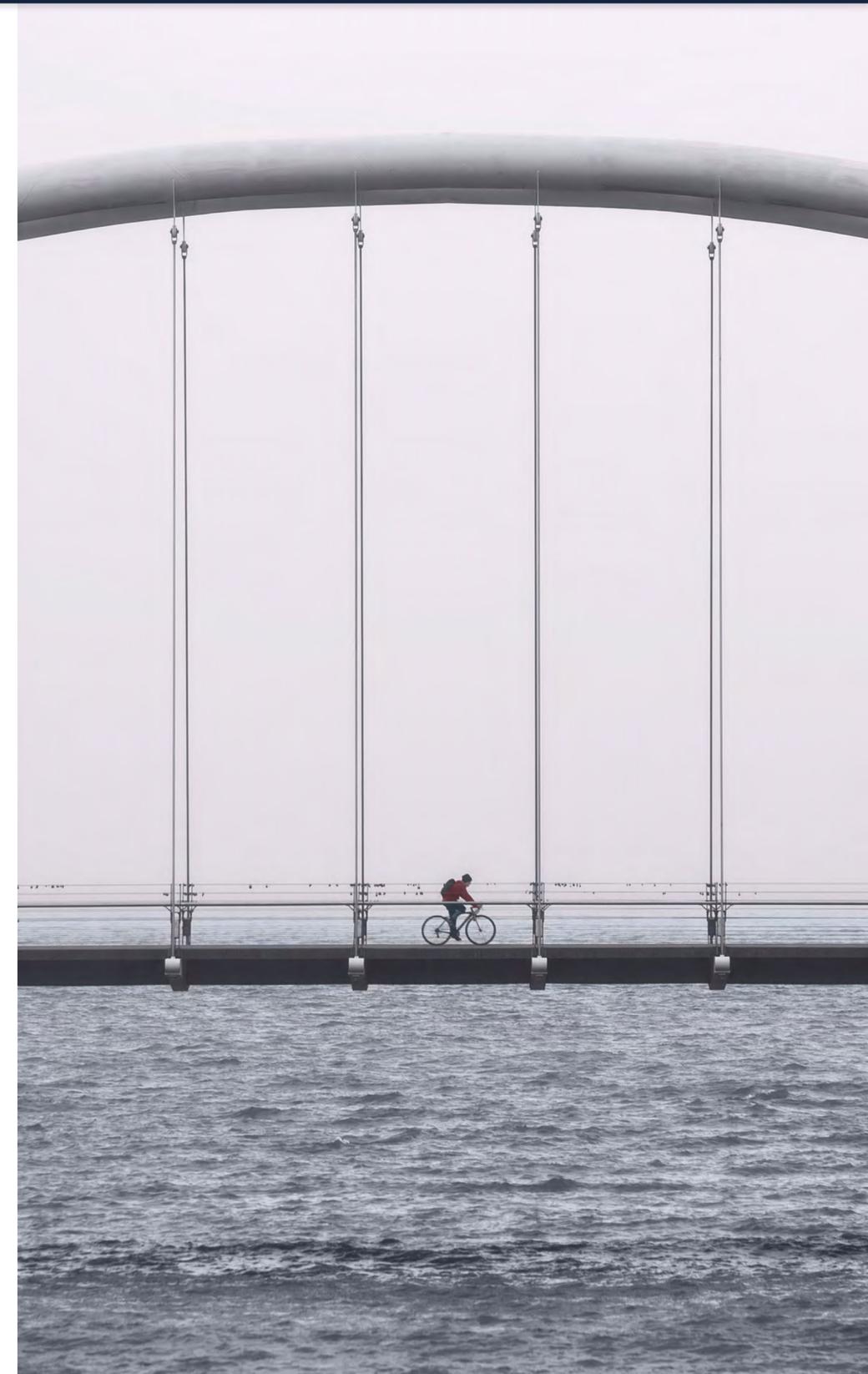
**Understanding risks of climate change:** This year we began an assessment to understand our climate risks and opportunities utilising the Financial Stability Board's TCFD framework. See p. 99 of our [Sustainability Report 2020/21](#) for more details.

**Commitments, partnerships and certifications:** Our environmental actions are aligned with locally and internationally recognised standards and initiatives, including certification to ISO 14001, ISO 50001 and the Carbon Trust; the UN Global Compact; The Legal Renewables Initiative in the UK, and Business Ambition for 1.5°C. See p. 138 of our [Sustainability Report 2020/21](#) for a full list of our external commitments, memberships and awards.

**Net zero and carbon offsetting:** Adopting our science-based target for carbon reduction has put us on the path to becoming a net-zero firm, and this will become one of our key ambitions going forward. We will explore carbon offset options but recognise these are only for the hardest to abate emissions and we will be transparent about how they are used.



PROVIDER  
**UN CLIMATE  
CHANGE  
CONFERENCE  
UK 2021**  
IN PARTNERSHIP WITH ITALY



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# Reporting on sustainability

Please visit our Sustainability Report hub on our [website](#) or download our Sustainability Report 2020/21 for more details about the initiatives mentioned in this Executive Summary, and to access more detailed reporting, including:

- A description of our governance and management systems
- Our Key Performance Indicators tables providing a year on year comparison across environmental, social and governance metrics (aligned with GRI, SASB, WEF, and B4SI reporting frameworks)
- GRI Index
- UNGC Index
- SDG Reference Table
- List of our external memberships, commitments and awards

We welcome feedback on our reporting and performance. Please email [ResponsibleBusiness@DLAPiper.com](mailto:ResponsibleBusiness@DLAPiper.com) with any comments or questions.

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