

# Fieldfisher ESG Report 2022

fieldfisher



Environment



Social



Governance

# Fieldfisher ESG Report 2022

## Contents

- 3 About us**
- 4 A message from our Managing Partner Robert Shooter**
- 6 ESG highlights**
  - 6 Environmental
  - 7 Social: Community
  - 7 Social: Pro Bono
  - 8 ESG leaders and champions across the Fieldfisher network
  - 9 **Interview:** Philipp Plog, Managing Partner, Germany

- 10 Environment**
  - 10 Our carbon footprint
  - 11 Acting on our carbon 'Pawprint'
  - 12 Rooting for Change
  - 13 Net Zero Pathway: the carbon reporting and reduction journey
  - 14 Reducing our impact with Cool Effect
  - 15 Sustainability highlights
  - 16 **Interview:** Rachael Wild, Knowledge and Information Officer and Chair of Sustainability Programme, London
  - 17 **Interview:** JP McDowell, Managing Partner, Ireland



- 18 Social: Our people**
  - 18 Inclusiveness and Diversity networks
  - 19 Ethnic, gender & social diversity
  - 20 Disability inclusion
  - 22 I&D activities in 2022
  - 23 Supporting our people

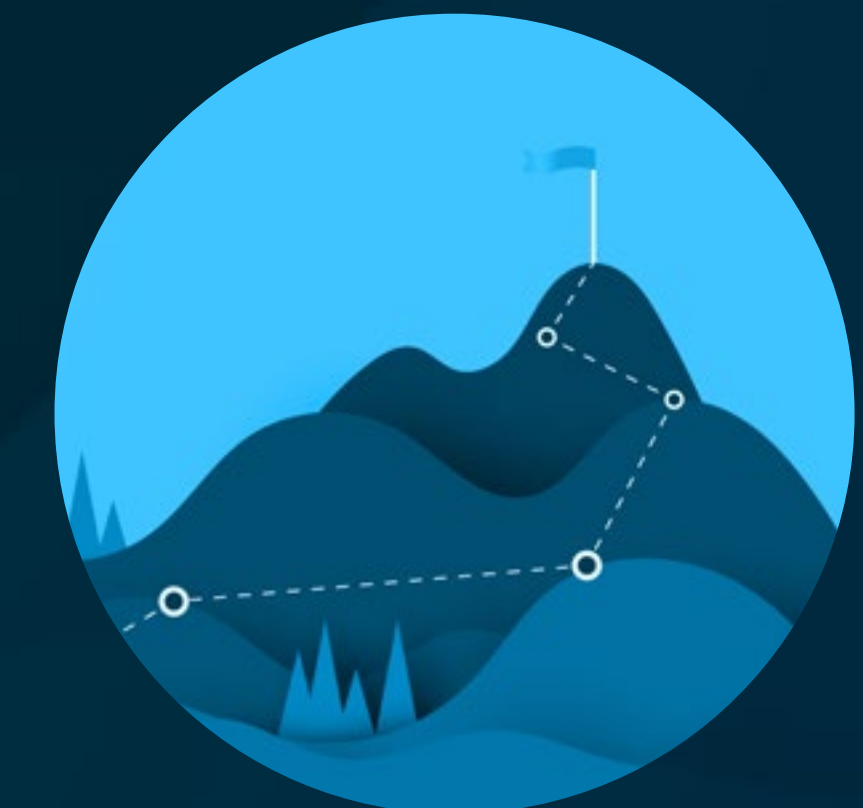
- 24 Social: Community**
  - 24 Community statistics
  - 25 Charity partners
  - 26 Charity highlights
  - 27 **Case study:** Supporting the evacuation and resettlement of Afghan people
  - 28 **Case study:** Supporting Ukrainian refugees
  - 29 **Case study:** Empowering young people in Belgium
  - 30 **Interview:** Jessica Gardner, Partner, Competition and Regulatory, London



- 31 Social: Pro bono**
  - 32 Sustainability – environmental pro bono
  - 33 **Case studies:** Securing young people's future with KIND UK
  - 34 **Case study:** Tackling avoidable deaths in the learning disabled community
  - 35 **Interview:** Mark Webber, Managing Partner, US

- 36 Governance**
  - 36 Executive Committee
  - 37 Supervisory Board and Operations Board
  - 38 **Interview:** Ranjit Dhindsa, Head of Employment, Pensions, Immigration and Compliance, London
  - 40 Risk & compliance
  - 42 **Interview:** Marie-Léonie Vergnerie, Partner, Environment, France

- 43 Conclusion**



# About us

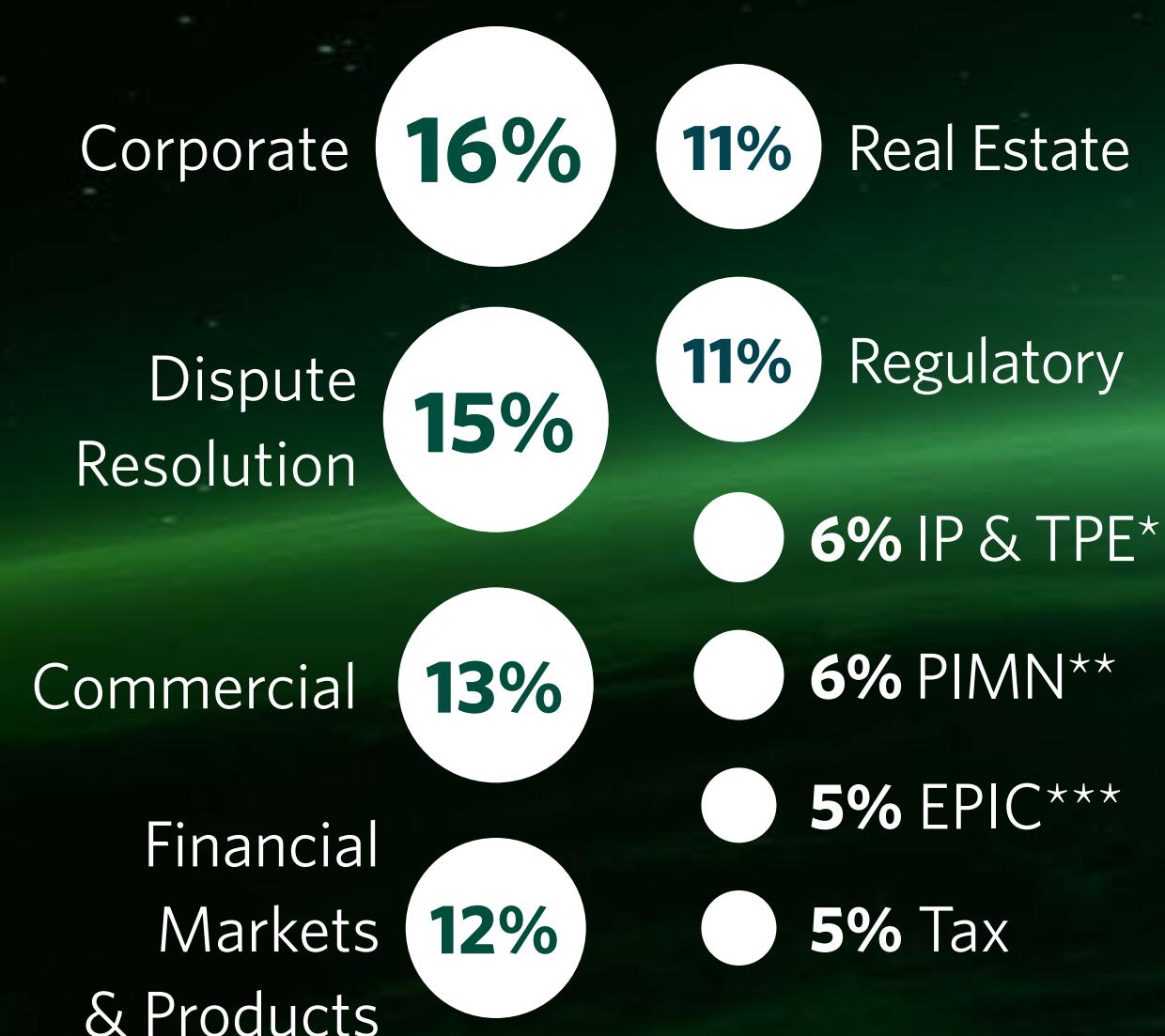
Fieldfisher is a European law firm with market-leading practices in many of the world's most dynamic sectors.

Our legal specialists service some of the world's largest international corporations including major technology firms, pharmaceutical and life sciences companies, energy suppliers, infrastructure companies, global banks and financial institutions.

We also work with small businesses, charities and governments and provide pro bono support to not-for-profit organisations. As an entrepreneurial, pragmatic and socially conscious firm, we embrace our purpose as a trusted, client-focused corporate citizen.

## Key practice areas by size

(% of FY22 integrated office billings)



## Key industry sectors

### Technology

We operate at the forefront of international tech law with a deep understanding of how it impacts business from a regulatory, legal or commercial standpoint.

### Financial Services

With expertise in asset management, banking, FinTech, market infrastructure and service provision, we offer solutions to global investment and commercial banks, institutional asset managers, hedge funds and non-bank lenders.

### Energy & Natural Resources

We work with clients across the energy and natural resources spectrum, with a particular focus on power, renewables and the energy transition.

### Life Sciences

We advise clients throughout the life sciences industry on a range of matters as this sector grows and evolves to meet the changing medical and healthcare needs of global society.

## Alternative Legal Services

**Condor** is a unique platform, offering clients a range of customisable and process-efficient services beyond the traditional law firm offering.

**DLC** provides bespoke and cost-efficient support with the drafting, review, negotiation and execution of legal documents.

**r|r** **Roscoe Reid** is a specialist law firm that helps individuals make claims against large companies and organisations.

**-X** **Fieldfisher X** delivers precise, cost-effective and time-efficient management of mass litigation and other legal services.



# A message from our Managing Partner Robert Shooter

ESG is the number one priority for our people. Our clients and our staff want to see us taking ESG seriously.

As a law firm, we are in a privileged position of having the resources, skills and influence to make a difference and, as Fieldfisher's new Managing Partner, I am determined that we use that position wisely.

We have started setting targets for what we want to achieve in terms of our environmental performance, social impact and good governance and we will continue to set more ambitious goals as we progress.

Over the last couple of years we have made some significant steps forward to strengthen our environmental credentials.

We have implemented a sustainability accreditation process in partnership with **Planet Mark**, which helps us to measure our carbon footprint so we can work to reduce it year on year.

**For 2021/22, our UK offices were carbon neutral.** In London and Manchester, we use renewable energy tariffs, guaranteeing that 100% of the power we use is generated from renewable sources.



There is no one-size-fits-all approach. We are pursuing a range of activities across our network to take us towards our shared overall goals of reducing our emissions, energy consumption and waste on the one hand, and contributing positively to environmental regeneration on the other.



Our pro bono programmes are designed to deliver the greatest possible benefit to the causes and people we support and enable our lawyers and other staff to feel closer to these groups and wider society.

Our flagship work is in partnership with **National Deaf Children's Society**, **Access Social Care**, and **Kids in Need of Defense UK**. These secondary specialisation advocacy clinics involve training up our lawyers in community care, citizenship, and special educational needs law. Our lawyers then take on cases representing individuals to have their rights realised.

It is every organisation's responsibility to ensure it offers an inclusive culture that welcomes and promotes diverse talent. While we, as a firm, and the wider legal industry, have become more diverse, the profession at large is still not reflective of society.

We need to be bolder and work faster to rectify this. Quite simply, we have a moral duty to represent society. Greater representation results in

better diversity of thought and thus better decision-making. Our clients demand it, too.

Having a workforce that reflects the society we serve is vital. I am particularly proud of **Discover**, the firm's disability network, founded by **Millie Hawes**, Head of Just Purpose (Corporate Responsibility). Focused on supporting the disabled community and educating non-disabled people on what disability actually means, the Discover programme has already enabled significant operational and cultural changes, supporting the firm in becoming a fully accessible workplace.

ESG is a core part of our European strategy and it is our ambition to develop a fully coordinated ESG programme, across our European network. We have a decentralised leadership model, and although I'm based in London, our local management structures have a high degree of autonomy.

We have already identified overarching goals with respect to areas such as emissions, inclusiveness and diversity and professional development, which we discuss and pursue at a strategic level. But, equally it is about encouraging and implementing small, day-to-day things. These include trying to minimise travel and use the most sustainable transport options when travel is unavoidable.

Our procurement decisions in general, from teabags to buildings, are also guided by sustainability factors. We try to minimise and recycle waste from our offices to ensure as little as possible goes to landfill and all staff are encouraged to take personal responsibility for their use of resources in the office.

It is important for us to monitor what our clients in different jurisdictions want to see from us on ESG and demonstrate tangible progress. This helps to ensure the entire European firm is moving in the same direction and at the same pace.

As Managing Partner, I want people to feel genuinely proud to work for Fieldfisher. ESG is a significant part of that. I am serious about listening and responding to what our people expect from us as a socially-conscious and environmentally-responsible firm.

I am pleased to say that, thanks to the fantastic work of partners and staff across the firm, our approach to ESG is becoming more joined up internationally, allowing us to be more efficient and effective in how we pursue our ESG objectives.

**Robert Shooter**  
Managing  
Partner



**We are serious about becoming more diverse. Quite simply, we have a moral duty to represent society.**



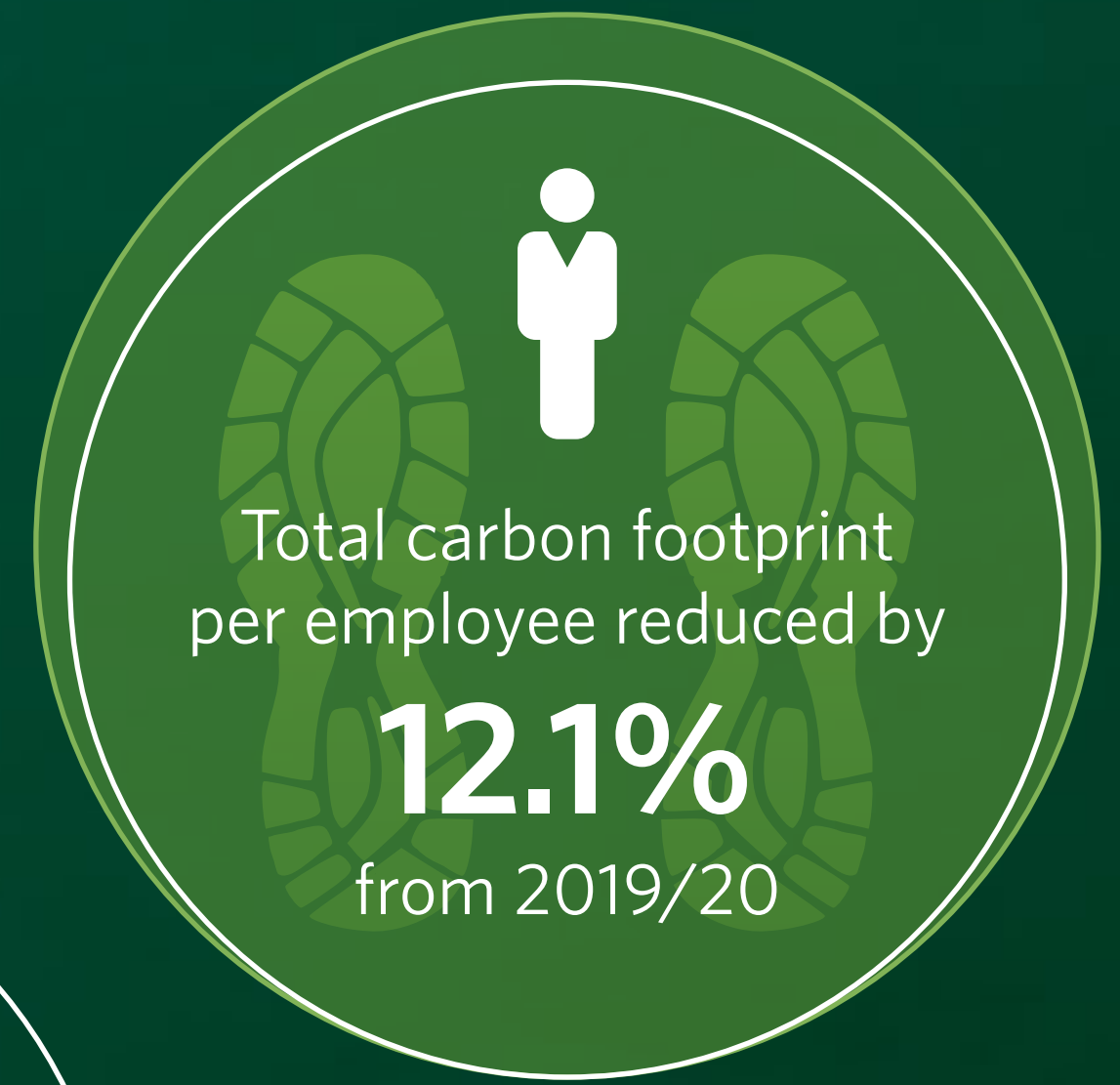
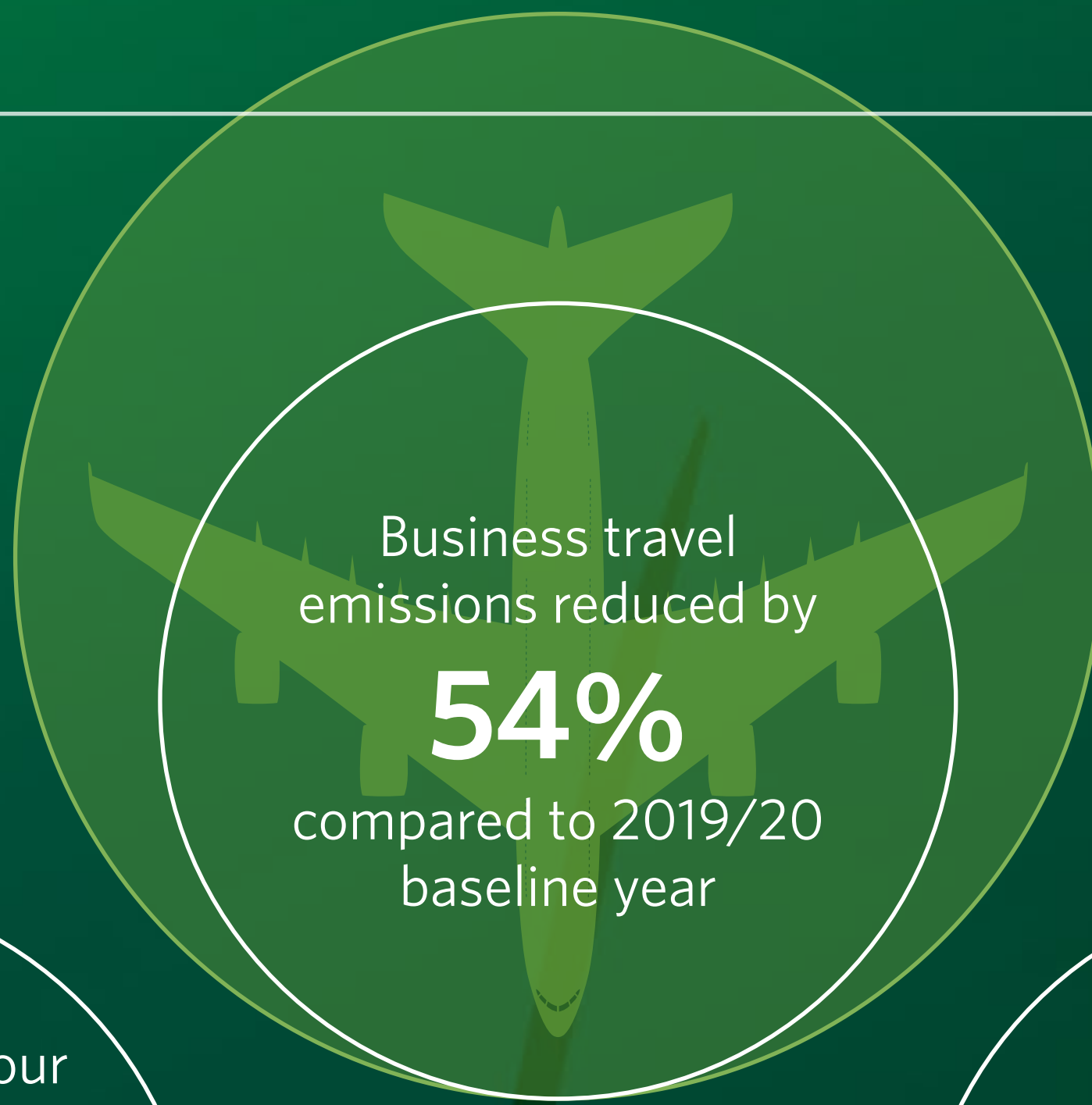
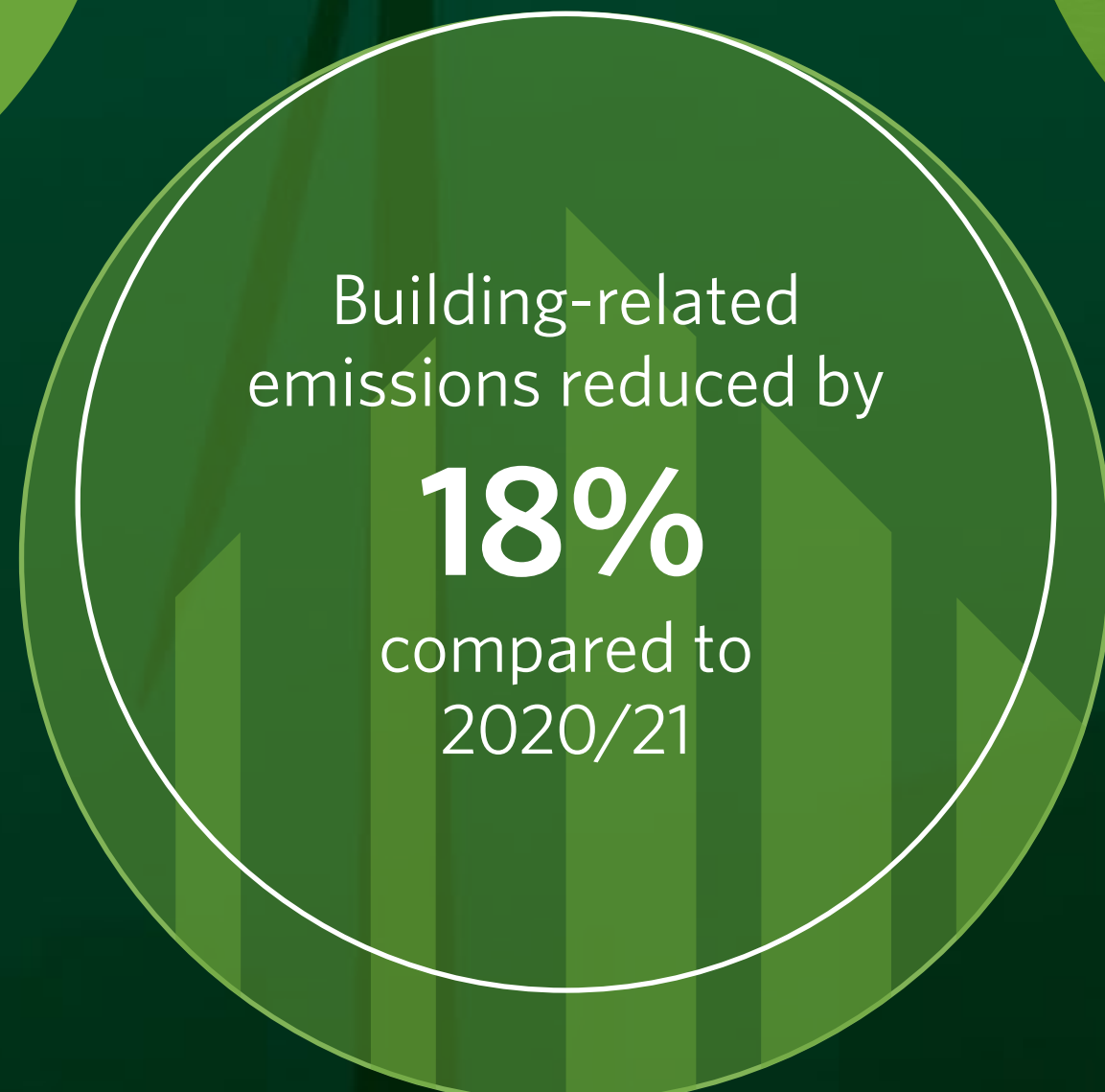
# ESG highlights

In 2022, we measured our ESG impact across Fieldfisher's international network. We are delighted by our teams' commitment to improving our performance and by our progress made to date.

## Environmental



renewable energy tariffs



## Social: Community



**£100,000**  
donated to UK homelessness charity **St Mungo's** between 2019 and 2022

**£50,000**  
donated to iProbono's campaign to evacuate and resettle at-risk Afghan women cyclists

**€23,000**  
donated to charitable organisations across our German network

## Social: Pro Bono

Provided pro bono advocacy and legal advice to **disabled people** and **disability rights organisations**

Trained **50** volunteers in UK citizenship law to represent young people stuck in the immigration system through **KIND UK**

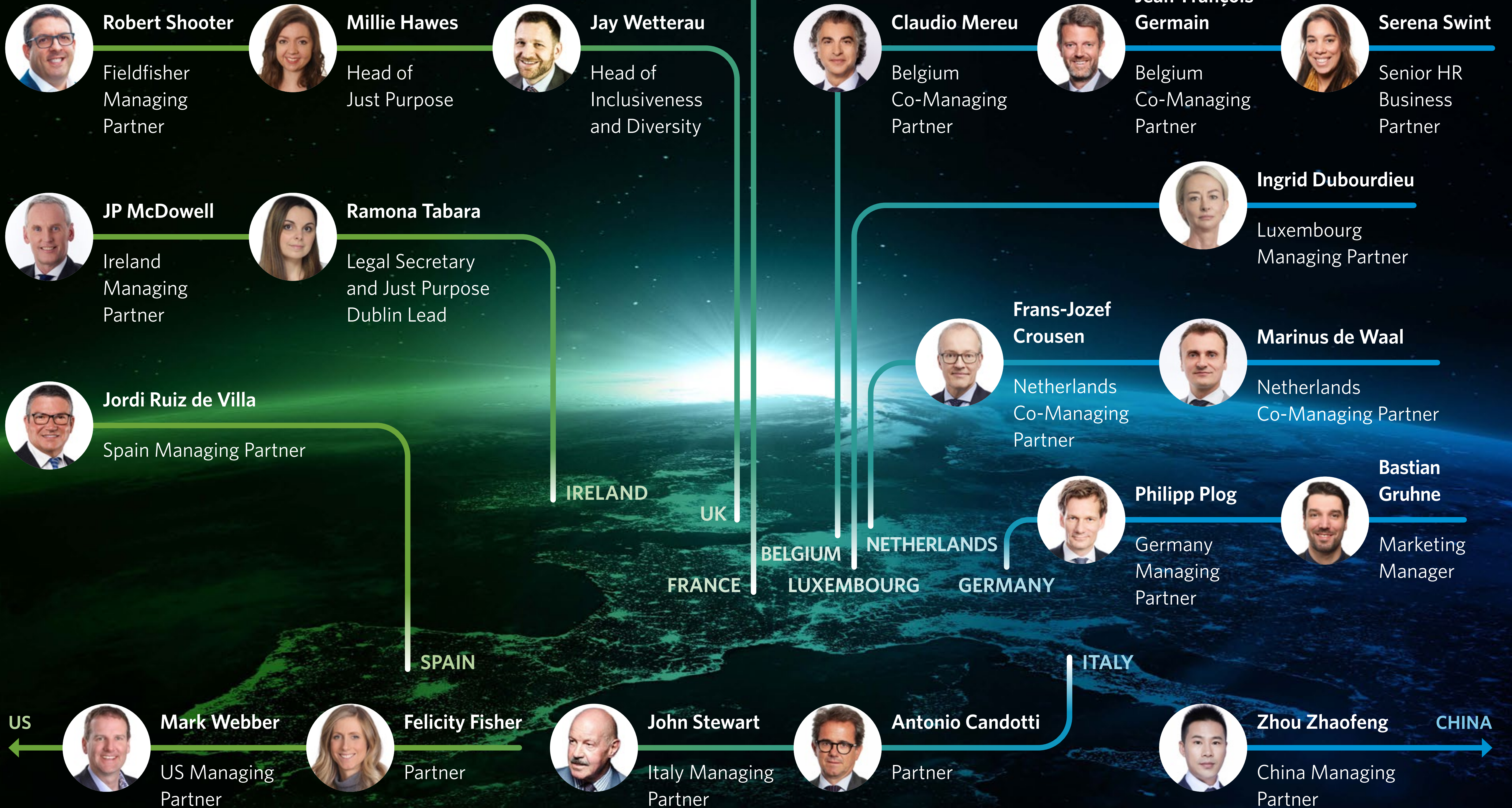
Re-engaged migrants facing injustice and inequality in Dublin through podcasts and conversations

**€10,000**  
Provided services and pro bono advice in Spain to **Fundación Salud y Persona**

Provided entrepreneurial skills to young people through Brussels project **Speed You Up**

Advised **Main dans la Main** in Paris on an IT and branding policy review through non-legal pro bono

# ESG leaders and champions across the Fieldfisher network





# Being socially responsible is in our DNA



**Philipp Plog**  
Managing Partner,  
Germany

Making more sustainable decisions and taking responsibility for our ESG actions have become part of our DNA in Germany.

Most recently, we have demonstrated our commitment to sustainability by choosing a completely green and climate-neutral building as our new office in Hamburg.

The certified **EDGE HafenCity** will set the highest standard, as a low-CO<sub>2</sub> working environment, encouraging sustainable working and wellbeing. The EDGE will also serve as a template for future office moves in our other German locations.

Our travel policy incentivises German staff to **travel by train** rather than fly. As a result:



We attach great importance to minimising our carbon footprint and increasing environmental awareness of our employees.

When procuring office materials, food and promotional items, we place great emphasis on sustainability, recyclability and sourcing products regionally.



Socially, we are involved in various local non-profit organisations.

Since 2019, we have donated **more than €50,000** to organisations that support children, the homeless, victims of domestic violence, and refugees, especially those impacted by wars in Syria, Iraq and Ukraine.



In addition, we have generated **more than €10,000** worth of donations for the victims of the 2021 flood disaster in Germany and are grateful to our international colleagues for their contributions.



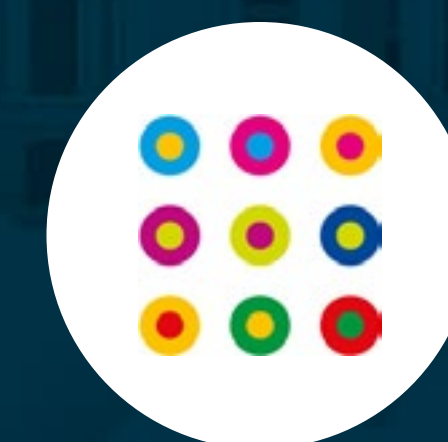
We are committed to creating a **prejudice and barrier-free working environment for all**. Diversity, equal rights and equal opportunities are essential to how we work and interact with each other.

We are signatories to the German Diversity Charter (Charta der Vielfalt) and a partner of ADAN e.V. Netzwerk, an inclusive network of Afro-German



and African students and professionals, aimed at promoting diversity and making role models from that community more visible in society.

We are fully aware of our ESG responsibilities and the urgency to take action now. Simply carrying on as before is not an option. And that is why, especially in the coming years, these will be central issues for us in Germany, which we will progress with vigour.



**charta der vielfalt**





## Our carbon footprint

Three years of carbon reporting with **Planet Mark**, an internationally recognised sustainability certification.



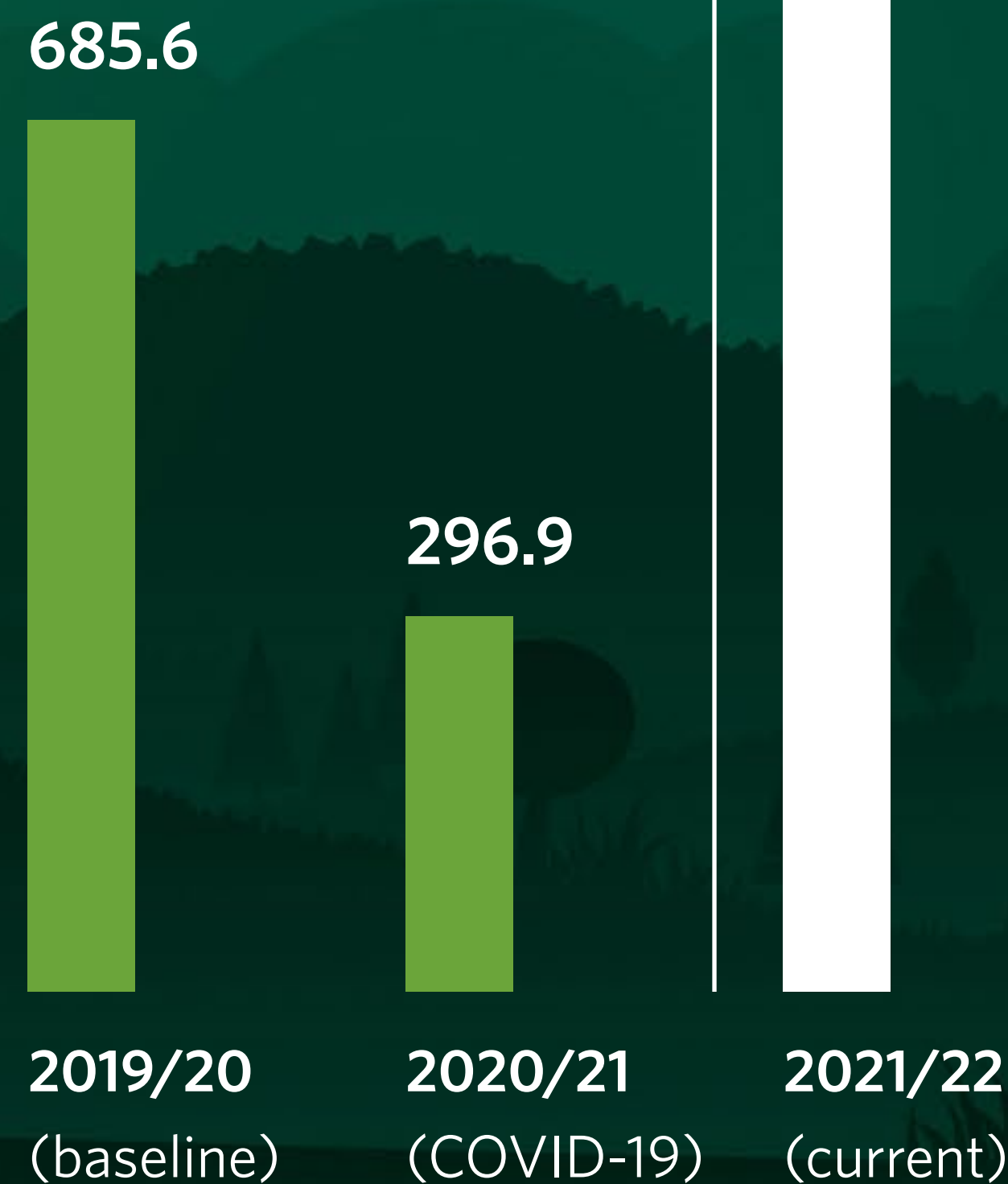
Equivalent to **735** flights from London to New York

# Environment

**Driven by the need to do right by our planet, our sustainability programme aims to accelerate change across our international network.**

By investing **£110,000** in Rooting for Change, going global with our carbon reporting, and partnering with Cool Effect to mitigate our carbon footprint, we are proactively seeking out ways to reduce the impact of our activities on our natural environment. We have implemented a sustainability accreditation process in partnership with Planet Mark, which helps us to measure our carbon footprint so we can work to reduce it year-on-year.

tCO2e levels



2021/22



**0.7** tCO2e per employee

**? Why has the total figure increased?**

**Reported on 3 additional offices:** Brussels, Dublin, Silicon Valley

Expanded the scope of operational data collection - including on **gas** and **water**.

**↓ Reduction successes**

Building emissions **reduced by 18%** compared with 2020/21

Business travel **decreased 54%** compared to 2019/20

Total carbon per employee **reduced by 12.1%** from 2019/20



# Acting on our carbon 'Pawprint'

To expand and embed our ESG strategy in the day-to-day activities of the firm, we teamed up with tech start-up, **Pawprint**, to help our people measure, understand, and reduce their home and work-based carbon footprint. The Pawprint app allows you to track actions and form habits to create sustainable behaviour change.

Our first campaign with the app, '**Sustainable Habits: How Green Can you go?**', saw Fieldfisher employees across our international network competing in teams to see who could shoot to the top of the leader board and reduce the most carbon.



We formed **370** long-term sustainable habits with Pawprint:

Employees using the Pawprint app tracked over

**4,000**  
sustainable actions

Employees reduced their carbon footprint on average by

**13%**

Using the Pawprint app, our international network saved

**45.59**  
tCO<sub>2</sub>e

Equivalent to

**82,577** miles driven

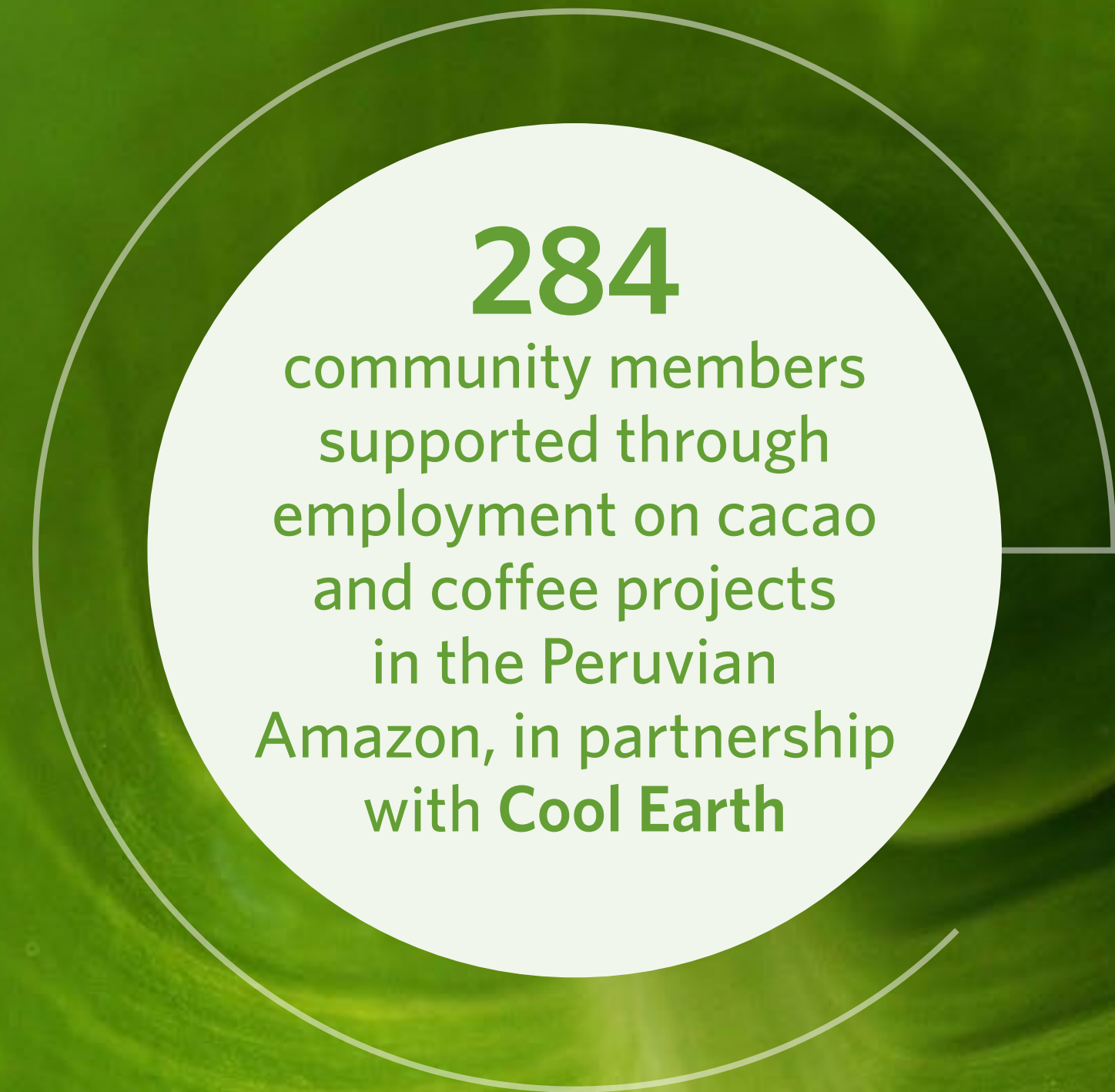




## Rooting for Change

We have invested **£110,000** in Rooting for Change; a global portfolio of forestation and conservation projects. Not only will these projects slow down global heating; they will create livelihoods for local communities, empower women and indigenous groups, and generate eco-education opportunities.

We will be working with **five organisations** to deliver the programme:



### Women's Earth Alliance

Mangrove tree planting and women's empowerment (USA and Indonesia)



### Plant-for-the-Planet

Facilitation (Germany)



### Pitchandikulam Forest

Barefoot Ecologists Programme (India)



### Cool Earth

Amazon preservation and indigenous empowerment (Peru)



### Centre for Coastal Environmental Conservation

Mangrove tree planting and community development (Bangladesh)



# Net Zero Pathway

## the carbon reporting and reduction journey

### Step 1: Carbon footprint measurement

**Ongoing priority:** Expanding the reach of our carbon reporting to build a more accurate picture of our contributions.

### Step 2: Carbon reduction

**New priority:** Setting science-led targets and building a net zero action plan through tangible carbon reduction.

### Step 3: Carbon offsetting

**New priority:** Investing in accredited carbon removal projects to offset emissions that we cannot reduce or avoid.







 Like many organisations, Covid-19 restrictions changed the way we did business so our carbon footprint for 2020/21 was **296.9 tCO<sub>2</sub>e** – a significant reduction from our baseline figure of **685.6 tCO<sub>2</sub>e**.

As we approached 2021/22, we knew that capitalising on these reductions and behaviours was a priority, but we had to be realistic about what would happen in the post-Covid world.

Our reduction pathway would only work if we measured as much data as we could. So, we focused on carbon reductions from our baseline year, such as reducing energy consumption and business travel and expanded the location and scopes of our reporting to ensure transparency and completeness.

### Wins

This year we did make some significant improvements:

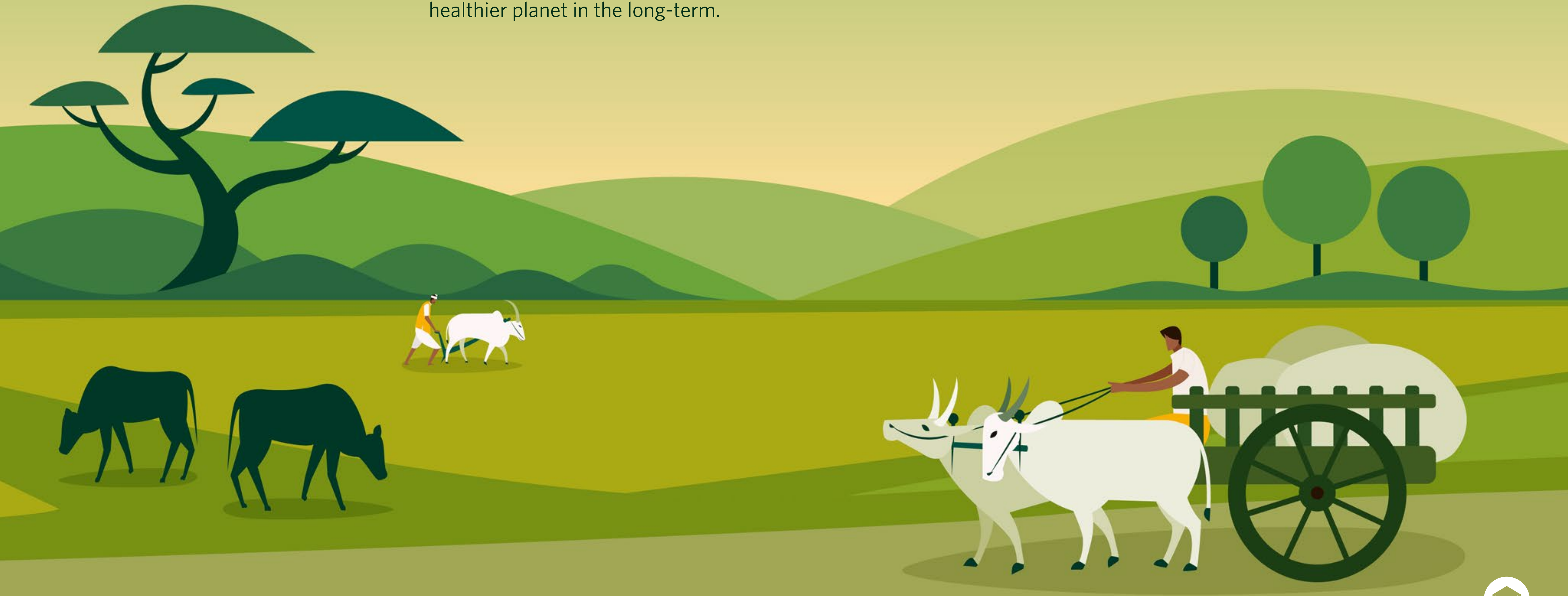
-  Hybrid working is permanent.
-  Paper use remained low.
-  Business travel still remained significantly below our baseline year.
-  We moved to a smaller, greener office in Manchester.



## Reducing our impact with Cool Effect

One of the ways in which we have mitigated our impact on the environment this year is by teaming up with **Cool Effect** to offset our emissions in the UK. We have done this through its Gold Standard project, '**Doo Doo Does More**', in rural India. Through this project, we are supporting a technological innovation that promotes the avoidance and reduction of greenhouse gases, and ensures a healthier planet in the long-term.

But carbon neutrality is not the solution. Carbon reduction is our priority and offsetting will form an ever-reducing part of Fieldfisher's long-term strategy. Instead, our focus going forward will be on setting and implementing scope 1, 2, and 3 science-led reduction targets, and starting our journey towards becoming a net zero organisation.



# Sustainability highlights

Reducing carbon-intensive catering by introducing monthly local, seasonal, and vegetarian menus in London

Offering sustainable catering with vegan snacks across our German network

Launching The Chancery Lane Project Working Group to upskill lawyers to use **climate-aligned clauses** in their contracts

Donating **200** devices to Mobciti to fund their Solar Learning Lab

and purchasing **37** remanufactured HP devices through our IT Sustainability Taskforce

Ensuring **sustainable procurement** by embedding environmental due diligence and **carbon data collection** in our supplier on-boarding process

*CO<sub>2</sub>* ↑↑ ♻️

Integrating sustainable behaviour change in our services by signing the Greener Arbitration Pledge

Over **55%** of our people work in offices with

**100%** renewable energy tariffs

Donating Legal Codes from previous years to the Paris Bar as part of a sustainable book exchange

17 18 19 20 21

Travelling with eco-confidence via Reed & Mackay's carbon intensity tool and our Electric Vehicle scheme

1st Class domestic rail tickets offered to all employees in Germany to incentivise using trains over planes



# Who exactly is qualified to save the planet?



**Rachael Wild**  
Knowledge and Information Officer and  
Chair of Sustainability Programme, UK

It is easy to think that other people are better suited or more qualified to tackle the big issues facing society.

The truth is everybody has essential skills they can offer to further whatever cause most speaks to them. The more people from different walks of life with varied experiences we have involved in action, the better.

For me, running the Sustainability Programme at Fieldfisher has been an incredibly rewarding experience. We have put trees in the ground, measured our carbon footprint with the intention of reducing it, changed people's behaviour and collaborated as a global community. Through running a project of this kind you give yourself the chance to facilitate all of this global impact, while also learning transferable skills that you can take back into your primary professional role.

Each organisation is a community of talented individuals with a broad set of passions and motivations so why not tap into that? I have learnt that if you take a big leap of faith in yourself and your colleagues, you will be so impressed by everything you can achieve once you take that first step and work together.



**The truth is everybody has essential skills they can offer to further whatever cause most speaks to them. The more people from different walks of life with varied experiences we have involved in action, the better.**





# Advancing our ESG agenda



**JP McDowell**  
**Managing Partner,**  
**Ireland**

We took significant steps to advance our ESG agenda in 2022. For the first time, we started reporting on carbon footprint data, even though there is no obligation for Irish law firms to report such details. It is an environmentally responsible thing to do and we hope that we can inspire our clients and other law firms to follow us in this respect.

So many of our lawyers are keen to use their training for social good, and I am very proud of how easily we have managed to roll out an inspiring pro bono programme at Fieldfisher Ireland. Two particularly noteworthy examples are our **Inspiring The Young** Scheme and **Broadening Irish Equality** programme.

As part of the Inspiring The Young Scheme, our trainees **Rebecca Bolger** and **Rachel Tierney** participated in the **Law Society Ireland's Street Law Initiative** to educate civil society about law, justice and the Irish legal system. They worked with a group of 30 transition year students from **DEIS** (Delivering Equality of Opportunity in Schools) secondary schools across inner city and North County Dublin to teach them about fundamental rights, legal principles and the Irish judicial system.

In response to a public review of Irish Equality Legislation, our solicitor **David Murphy** used his employment law expertise to support the Irish Branch of **United Sikhs**. David made a detailed submission to the review to raise the issue of continued discrimination experienced by Sikhs among the Irish uniformed services, including prison officers, due to their beard and turban. Highlighting how discrimination can prevent access to employment is the first step in ensuring that fundamental rights are enshrined in Irish law.

Throughout the year we have been working with **ARC Cancer Support Centres** as our charity partner. Our fundraising events, such as a charity table quiz and "**Hell and Back**" – Ireland's toughest mental and physical endurance challenge, have raised over **€4,000** for the charity in a short space of time.

We are also giving pro bono legal advice to the charity and helping maintain its gardens, to provide clients of the charity with a suitable space to rest.

We are delighted to be supporting ARC and its mission to look after people with cancer and those who care for them.



We have raised over  
**€4,000**  
 for ARC Cancer Support Centres





## Inclusiveness and Diversity networks

### Social: Our people

**At Fieldfisher we aim to create a workplace where our people can thrive and be themselves, one that reflects an inclusive society and recognises the needs of our own diverse group of clients.**



**LGBTQ+ Network**

Established in 2011 to provide information and support on LGBTQ+ issues.



**Mental Resilience Support Team**

Established in 2015 to provide mental health assistance to staff, promote positive mental resilience and raise awareness.



**Women at Work**

Established in 2017 to address and tackle issues faced by women in the workplace and highlight and promote opportunities.



**the network**

Established in 2017 as an inclusive action group, the network is focused on education and increasing opportunities into the legal industry for people from underrepresented ethnic backgrounds.



**Discover**

Established in 2021 to address the needs of disabled employees and implement change.



**Menopause network**

Set up in 2021, alongside the Menopause Support Policy, to highlight the impact menopause can have on our colleagues, their line managers and other employees in the workplace.



# Ethnic, gender & social diversity

Two challenges facing the legal sector are **diversity of underrepresented ethnicities at all experience levels** and **gender diversity at partner level**. As part of our I&D Strategy, we have designed and implemented specific projects and interventions which have already resulted in dramatic improvements in our ethnicity statistics at junior levels for trainees and fee-earners and at all fee-earner levels for women.

To help us recruit fairly, we use bias interruption measures built into the graduate recruitment process, such as the removal of psychometric testing, strength-based assessments and consistent interview question scripts.

We have developed alternative routes into vacation schemes and trainee roles, including our **Diversity Access Scheme**, a past winner of the British Legal Award for Diversity Initiative of the Year. We have also expanded our Solicitor Apprenticeship Programme to focus on social mobility.

Our inclusive action group '**the network**', focuses on ethnic diversity and retaining and promoting diverse talent. We are also developing alternative routes into the firm, for example via our partnership with **Queen Mary University of London** and the recently launched partnership with the **University of Manchester**.

We are proud of our accomplishments, but we still have work to do to ensure that our efforts continue to change our diversity make-up.

In the past four years



has been from underrepresented ethnicities\*

## Diversity statistics in 2022

### Ethnically diverse



16% of our lawyers



9% of our partners



17% of our Executive

### Female



67% of our lawyers



28% of our partners



33% of our Executive

## Gender balance figures in 2022



60% of promotions into the partnership were **female**



58% of new qualified lawyer hires were **female**



66% of promotions for qualified lawyers were **female**



## Disability inclusion

Disability inclusion is a key area of focus for Fieldfisher. In May 2021 we launched '**Discover**', a network designed to tackle the challenges facing disabled people in the legal sector. Led by Head of Just Purpose and disability rights activist, **Millie Hawes**, it works to remove societal barriers that hinder employers' ability to be truly equitable, and engages non-disabled people in the discourse.

**Discover** drives disability-inclusive change at the firm through:

- 1 Education:** embedding the social model of disability across the firm.
- 2 Removing barriers to inclusion:** implementing policy change.
- 3 Support:** providing disabled people with the tools to access resources, assistive technology, other workplace adjustments, and wellbeing support.
- 4 Outreach:** collaborating with disabled people's organisations to continue learning and creating opportunities.

## Removing barriers to disability inclusion



**Millie Hawes**  
Head of Just Purpose,  
UK



Since its inception in 2021, **Discover** has brought about significant operational and cultural changes to attract and retain more disabled talent at Fieldfisher. **6% of our people now self-define as disabled**, which is above the 3% law firm average.

An important pillar of **Discover** is education. I have been leading on workshops across departments to educate colleagues on what disability means, what language to use and how to normalise talking about it.

**Discover**

As a result, people have felt confident talking about disability, managers have felt empowered to support their teams, and **Discover** has become a bigger network with new mentoring, mediating, and advocacy opportunities.





In 2022, Fieldfisher became one of the first law firms to introduce a disability leave policy and, prior to this, was one of the first to launch a neurodiversity policy.

We also on-boarded disability consultant, **Diversity & Ability**, who undertook a wholesale review of our HR & IT policies, resulting in changes being implemented across our recruitment, reasonable adjustment, and assistive technology provisions to ensure the social model of disability (defining disability by societal barriers) is embedded throughout.

**Many organisations fall into the trap of infantilising or patronising disabled people, relying not on a disabled person's words but on a 'professional' to back them up. This does not align with the social model, but instead succumbs to the medical model theory of reliance on medical diagnosis and treatment.**

As part of our outreach work, **Discover** was asked to advise a leading UK university on a new programme in disability law, providing best practice guidance on language.

Fieldfisher also has long-term pro bono partnerships with **Access Social Care**, a community-care justice organisation, and **Whizz-Kidz**, a leading organisation for young wheelchair users.

Not only has pro bono work resulted in strengthening the charities' ability to build strategic partnerships and represent disabled individuals in care disputes, it has also created employability opportunities for aspiring disabled lawyers.

We still have a lot of work to do, particularly in relation to neurodiversity and other less visible disabilities. Removing the stigma of asking for support or adjustments is an important first step, especially when someone's disability hasn't been openly discussed from the first day of employment. For example, we need to begin asking all individuals, not just disabled individuals, what support they need in the workplace to reach their full potential. This removes the 'them' and 'us' dynamic that can make disabled people feel 'othered' when asking for adjustments.

The number of disabled people at Fieldfisher is also still too low. We need to be doing more to recruit disabled talent and to support existing employees to disclose their disability and become role models to others.

While our statistics are improving, there is still a long way to go before our disability diversity reflects the societal figure of 20% of working age adults being disabled.

Through education sessions, people are recognising the importance of putting disability at the top of the agenda. Having vocal role models helps too, in all areas of a business, and at all levels. I implore disabled and neurodivergent people to share their experiences, if they feel able to, as this in and of itself is one of the most powerful ways of improving inclusion and giving individuals that confidence to speak up.



**The number of companies that prioritise I&D, but aren't including a disability inclusion strategy is astonishing. Disabled people are the largest minority group but are so often overlooked. How often do you see disability rights issues hit the headlines?**



## I&D activities in 2022

In 2022, we conducted a number of activities to further our commitment to inclusiveness and diversity both in the firm and wider society.

### Anti-bias workshops

As part of our Race and Ethnicity Action Plan, we rolled out 15 anti-bias workshops to help identify and take action against bias in the workplace. They were aimed at identifying bias, what can be done to remove it and how to become more inclusive.

### Balanced Talent Pipeline

Launched at the end of 2021, our **Balanced Talent Pipeline** initiative supports the career progression of our female lawyers. It ensures that they are having early discussions about the path to becoming partner, and receiving all the necessary support and encouragement throughout the process.



### Career-focused partnership with Queen Mary University of London, and The University of Manchester

We continued our partnership with **Queen Mary University**, focused on second-year law students from underrepresented ethnicities. The programme, run by Fieldfisher lawyers and volunteers, features workshops including CV-building, interview skills and networking. In 2022, we launched a similar partnership with **The University of Manchester**.

### Neurodiversity awareness sessions provided by Adjust



**Neurodiversity 101** sessions explored the meaning of "neurodiversity" and provided guidance on how we can become more neuro-inclusive. The **Inclusive Neurodiversity Awareness** training highlighted barriers experienced by neurodiverse employees and the strengths they can bring to a workplace.

### Diversity Access Scheme in partnership with Peloton

We partnered with **Peloton** on a work experience programme aimed at applicants from backgrounds that are underrepresented in the legal profession. During the scheme, all students spent a total of two weeks with Fieldfisher, while two students who were accepted onto the **Diversity Access Scheme** spent an additional two weeks at Peloton.



charta der vielfalt

UNTERZEICHNET

### Diversity Charter

To underline its commitment to diversity and inclusion Fieldfisher Germany became a signatory to the **Diversity Charter** in May 2021 and has since incorporated a number of initiatives, aligned with the Charter, to create a work environment that is free of prejudice.

### Working with Legal Diversity and Inclusiveness Alliance

Fieldfisher Belgium has continued its membership and support for the **Legal Diversity and Inclusiveness Alliance**, an organisation committed to building a diverse and inclusive workplace in which everyone benefits from equal treatment and opportunities.



## Supporting our people

To support our people during challenging times and periods of change in their lives, we offer a range of new support programmes and policies.



### Carers and dependants leave policy

We recognise that our staff may, at times, need to juggle work with caring responsibilities for children, ill or disabled family members, partners or close friends. We offer up to five days' paid leave to staff to care for their loved ones.

### Menopause



of menopausal women are now in work yet research shows that menopause can still be considered taboo or 'hidden'.

We are working to foster an environment in which all colleagues can openly and comfortably discuss menopause, understand symptoms and their severity and provide the support and adjustments needed to retain staff and empower their continued professional success. We held two sessions to raise awareness around the menopause and its impact on our colleagues and other people in the firm.

### Domestic abuse

We are one of the first law firms to operate a zero tolerance policy to domestic abuse and commit to supporting staff members affected by psychological, physical, sexual, emotional, verbal and financial abuse. Our '**Domestic Abuse Support Service**' ensures all steps are taken for our employees to feel safe in the workplace, including a change in working conditions, compassionate leave, mental health support and specialist legal advice for those who have experienced abuse from an intimate partner or family member.

### Post-partum plan

Parents, new and old, can struggle to adjust to life with a new arrival. Our specialised post-partum plan offers both parents instant online advice and expert guidance on nutrition, a positive mindset, physical movement and recovery.

### Pregnancy loss and parental bereavement leave policy

Pregnancy loss or the death of a child is a devastating experience. We provide all staff (including adoptive and surrogate parents) who had or would have had caring responsibilities two weeks' paid leave to grieve. We offer full maternity or paternity leave, pay and benefits to any employee who loses their baby at 24 weeks or later, and do all we can to help them return to work when they are ready.

### Employee assistance programme

Launched by our Dublin office, this programme provides 24/7 access to professionally trained counsellors for all Fieldfisher Ireland employees who need support and counselling on issues such as anxiety, bereavement, financial, relationship and legal issues.



# Social: Community

Social action is at the heart of Fieldfisher's community work. Through collaboration with civil society organisations, we direct our people's skills and knowledge to where organisations need them most. From removing barriers for young people to building resources to tackle inequity for the homeless community, we learn from the experts to drive change and raise funds. Our people have access to time off in lieu for community skills-based volunteering and fundraising.





# Charity partners



**AWARE NI:** Supporting people with depression and bipolar disorder in Northern Ireland.



**ARC Cancer Support Centres:** Supporting people and families affected by cancer through psychological, emotional, practical, and educational services.



**Acorns Children's Hospice:** Ensuring children who have long-term conditions are provided with a safe and supported environment.



**St Mungo's:** Ending homelessness and rebuilding the lives of people recovering from being homeless.



**La Cime:** Removing the learning barriers for young disabled people through accessible learning courses.  
**Spinnaker:** Enriching the lives of young people through sports and adventure weekends.



**Manchester Youth Zone:** Raising aspirations for young people by reducing inequalities and providing a safe space to positively engage in the community.



# Charity highlights

## France

The IT France team reviewed the digital marketing strategy of a local organisation seeking to improve the quality of life for children receiving care in hospitals.

## UK



To further **St Mungo's** mission to end homelessness and rebuild lives, we fundraised

**£100,000**

over three years, created a legal toolkit for housing and healthcare rights, and delivered digital employability workshops for people recovering from homelessness.

## Germany

Driven to enrich children's lives, our German offices have fundraised for a number of civil society organisations including a sports organisation for disabled young people.





## Case study: Supporting the evacuation and resettlement of Afghan people



**Following the fall of Kabul in 2021, many people who advocate freedom continue to be at risk.**

Since August 2021, Fieldfisher has collaborated with the social justice organisation, **iProbono**, on the evacuation and resettlement of Afghan citizens. iProbono's primary clients are members and allies of the 'right to ride' movement, built by Afghan women cyclists who defied gender stereotypes.

For nine months, Afghan evacuees were placed in safe houses in Pakistan where iProbono provided comprehensive care. They organised emergency visas, accommodation, food, mental health support, transport, medical care and more. Finally, in July 2022, the majority of the remaining evacuees left Pakistan for Italy through a unique humanitarian corridor.

So far, the programme has enabled over 120 Afghan citizens to evacuate to countries including Canada, Germany, Italy, Sri Lanka, Sweden and the US. Approximately £500,000 was needed to fund this mission. In addition to providing legal advice, Fieldfisher donated £50,000, with many of the firm's people raising money for the cause.

The injustice experienced and fortitude displayed by Afghan people is unfathomable. Together, with iProbono, Fieldfisher has continued to support their resettlement, advocate to secure their futures, and strengthen their new communities, so that they will have the opportunity to thrive without barriers.

**Having spent my entire life of 21 years in war, I have dealt with many hardships and have seen the worst life could offer but all of it pales in comparison to what I felt when I heard my country was given to the Taliban without any resistance. At that moment I lost everything, my past, present, and future. I never ever wanted to leave, but I was forced to leave my home.**



**Zakira Rasooli,**  
iProbono's  
Afghanistan Country  
Representative.



## Case study: Supporting Ukrainian refugees



**Benjamin Grzimek**  
Partner, Intellectual  
Property, Germany

On 24 February 2022, like many other Europeans, I was horrified to see the news bulletins confirm the worst – that Russia had acted on its threats to invade Ukraine. As an IP lawyer in Fieldfisher's Düsseldorf office, I simultaneously felt a long way from this unfolding crisis, and like it was my duty to do something to help.

I decided to help those fleeing war by gathering essential supplies (financial contributions from friends and colleagues, clothing, shoes, medical supplies, bedclothes, etc.), getting in a hired van at the earliest opportunity and transporting them to the Polish-Ukrainian border. In some cases, I could also offer those fleeing conflict a safe passage back to Germany.

Grassroots activities like these are important to show the people of Ukraine, who have shown such dignity, courage and strength of spirit in the face of this terrible onslaught, that we support them and stand in solidarity with them.

Since February 2022, with support from friends and colleagues at Fieldfisher Düsseldorf, Hamburg, Frankfurt and London, I have travelled to the Polish-Ukrainian border three

times, and into Ukraine six more times – to Lviv, Berehove, Truskavets, Kyiv, Dnipro and Kharkiv – delivering badly needed funds and supplies to those trying to escape Russian shelling.

I have provided safe passage to 15 traumatised and exhausted refugees, mostly women and children – a tiny number compared to those in need of help, but something that has made a difference. One project involved providing Ukrainian language children's books to three different shelters. Significant donations in kind were also given by our French colleagues, which I picked up by car before the Paris Christmas party and included in my next mission to Ukraine.

I am grateful to Fieldfisher for supporting me to do this work, for providing and encouraging contributions and allowing me the time to pursue a cause I feel so strongly about.

I plan to continue this essential work for as long as there is a need, delivering supplies, equipping refugee shelters and facilitating Fieldfisher support to established Ukrainian organisations like Voices of Children to enable them to deliver psychological and psychosocial support to traumatised children, under the most challenging conditions.



**While it is easy to feel powerless in the face of war, it was clear to me that there was something I could do, however small.**



# Case study: Empowering young people in Belgium



**Serena Swint**  
Senior HR Business  
Partner, Belgium

As chair of the Brussels Just Purpose steering committee, I have the privilege of championing and overseeing the delivery of charity and community initiatives in our office.

In addition to festive giving campaigns, the Brussels 20km charity race and other fundraising challenges, the cornerstone of our community programme has been our drive to improve the life chances of young people throughout Belgium.

Since 2020, we have been supporting Ecole La Cime, which offers a safe haven to disabled children and young people aged 13 to 21 as they prepare to enter the adult world. La Cime builds their resilience and empowers them with the confidence, work and social skills they need to reach their potential. For us, it is not simply about donating funds. We actively support these causes, believing that we can use our skills and training for the greater good, to empower young people, to raise awareness of inequality, and to promote greater diversity amongst the next generation of lawyers and advocates.

In 2021, we started working with **Speed You Up**, a dynamic organisation that helps bring excluded young people into work.

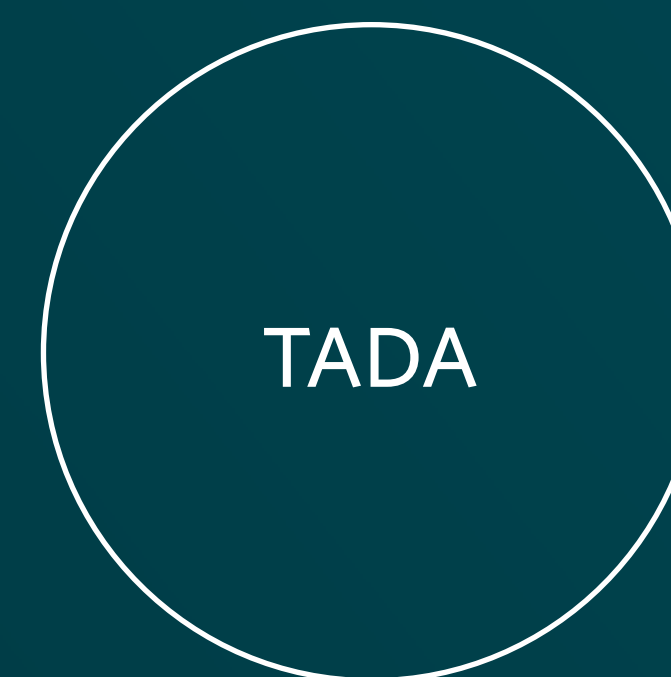
Several of our associates have given entrepreneurial skills training to young people who are at higher risk of dropping out of high school.

We are also supporting **TADA**, which organises Saturday school for kids, who, due to their domestic circumstances, are not able to receive help with their homework at home. A number of our associates took part in teaching children which proved to be a great success and will be repeated again.

In 2022 we started raising money for **Spinnaker**, which organises weekends away for children who live in care homes. It allows the children to be young and carefree for a weekend and interact with adults who are not their guardians.



**It is important to support the local community and cultivate diversity and participation in the legal profession... Recruiting and retaining young people with brilliant minds from different backgrounds can only contribute to the improvement of our industry as a whole.**



# Protecting our future



**Jessica Gardner**  
Partner, Competition and Regulatory, UK



**“If someone tells you they are an ESG expert, run a mile”** – this was a comment from a client during a recent ESG event. Why? Because advising on ESG issues isn't something that one person can do alone. It requires a cross-practice and multi-jurisdictional team of specialists that can work together in a comprehensive way to help our clients anticipate and manage the legal, regulatory and commercial risks arising from climate change and ESG.

Being a part of that team, for me, is a no-brainer. It allows me to combine my passion for sustainability with legal expertise to help drive forward the ESG agenda at Fieldfisher, making sure our firm takes appropriate and effective decisions in relation to its own sustainability performance, while also assisting our clients with their own ESG programmes and responsible business conduct.

As a partner in the firm's Regulatory group in London, I lead our campaign to support clients in anticipating and navigating the regulatory landscape around ESG risk and compliance.

That means horizon scanning and risk mapping regulatory developments and bringing clients strategic and commercial insight to help them manage the risks and capitalise on ESG value creation opportunities.

But our role as lawyers cannot end there. The demand from clients for high-quality legal advice in assessing and responding to ESG issues is increasing.

Our actions need to be driven by an understanding that our success as a business depends not only on providing the service that clients are looking for, but also playing our own part in tackling society's biggest challenges.



**ESG is a fragmented landscape which involves and affects all of us. The challenge is to engage everyone to optimise and fortify sustainability and ESG not just for our business and our bottom line, but for the values we each hold when we go home, for our future generations, our communities and our planet.**



# Social: Pro bono

As part of our pro bono advocacy, we represent individuals to ensure they can access justice. We have enlarged our pro bono programme and work with more disability rights and children's rights organisations to drive fair legal representation. In the past year, our people upskilled in new areas of law, such as citizenship law, and expanded their expertise to contribute to a range of organisations.

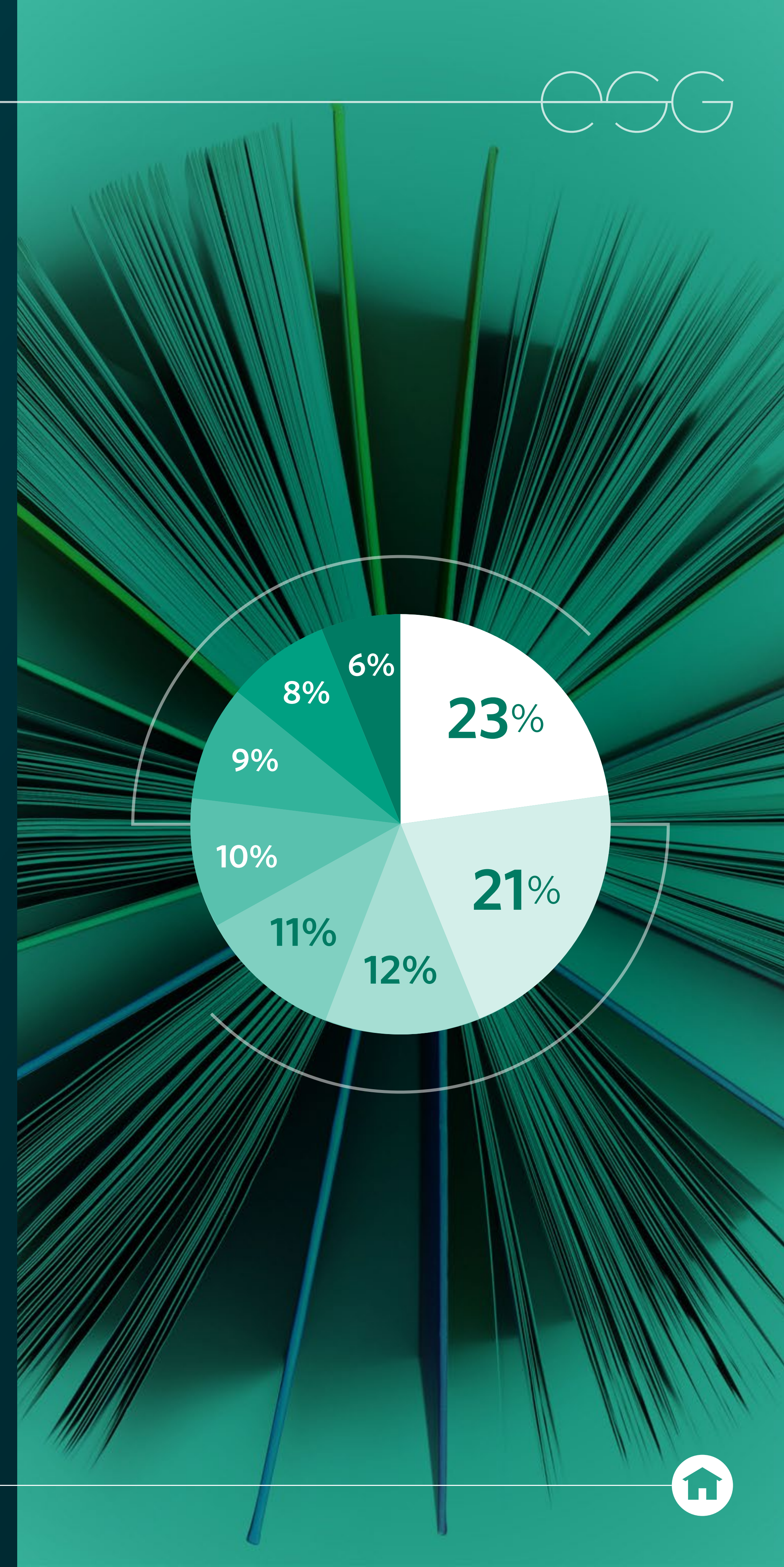
We have three end-to-end casework clinics, and have increased the number of transactional matters taken on for civil society organisations. Fieldfisher enables its people to work on pro bono projects as part of their chargeable targets, and we engage clients to take part in our Just Purpose programme.

## Our pro bono programme has three strands:

- 1 strengthening organisations through transactional pro bono
- 2 university legal advice centres
- 3 secondary specialisation advocacy clinics

## Our pro bono impact in 2022

Advanced individual legal justice in the local community	<b>23%</b>
Advocated for children and young people to secure a safe future	<b>21%</b>
Strengthened health research organisations and behaviour change services	<b>12%</b>
Improved equity for disabled people	<b>11%</b>
Tackled socio-economic barriers to opportunity	<b>10%</b>
Empowered women's rights	<b>9%</b>
Supported people from refugee backgrounds	<b>8%</b>
Enabled environmental protection and collaboration	<b>6%</b>



# Sustainability – environmental pro bono



We collaborate with environmental groups to harness ecological impact in the legal sector. We are members of **The Chancery Lane Project** and will use its new net zero toolkit to help organisations amend their contracts to meet net zero goals.

We have also continued to work with a series of sustainability organisations on pro bono matters to build their capacity and support their mission to tackle climate issues.

Our Dispute Resolution team is also a signatory to the **Greener Arbitration Pledge** to ensure their services are as sustainable as possible.

The Orchard Project

Royal Botanic Gardens, Kew

Bloom Education



## Client outreach

Beyond pro bono, we offer a range of ESG-focused advice to clients and deliver insightful workshops with leading experts on how we can collaborate to embed sustainability in their and our work.

We encourage clients to co-create panel discussions on sustainability/ ESG priorities with us so we can raise the profile of collective action on climate change and carbon reduction.





# Case study: Securing young people's future with Kids in Need Defense UK (KIND UK)



215,000 young people in the UK do not have British citizenship, despite half of them being born in the UK. With insecure citizenship status, these young people face barriers to equal opportunities such as education and work, and are vulnerable to exploitation. To help tackle this, Fieldfisher partnered with **Kids in Need of Defense UK (KIND UK)**, a collaboration between five UK legal advice charities and US charity, Kids in Need of Defense. Fieldfisher works with KIND UK to provide access to legal representation so that children and young people can gain their entitlement to British citizenship.

Led by our Manchester office, KIND UK is Fieldfisher's largest pro bono clinic, with over 50 volunteers across the UK offices and includes legal counsel from clients and partner organisations.

Supporting over 15 families, each Fieldfisher team is trained and mentored in citizenship law and is supervised by a solicitor at Central England Law Centre. The volunteers' roles involve applying for financial assistance and gathering evidence to support the young person's citizenship application. It includes contacting third parties such as teachers, who can provide a letter of support, as well as collating background information, such as evidence of parents' immigration and citizenship status. Fieldfisher has acted for a range of families and young people across different stages of life, education and background.

Fieldfisher focuses on children's rights and works to establish stable citizenship statuses for young people to live their lives and achieve their dreams.



## Case study



**Alice Boydell  
and Olivia Rogers**  
Associates, Public  
and Regulatory, UK

Our KIND UK case involved two young children who were born in the UK and have lived in London ever since, but were citizens by descent of another country. Their mother had obtained indefinite leave to remain in the UK and this formed the basis of their application. Over a number of months, we worked with the mother and KIND UK to gather all the necessary evidence and background information in order to submit their application forms. We also helped the family apply for financial assistance to support their application. A highlight of the process was the joy in sharing that a generous donor had offered to contribute to some of the application costs!

**It feels very unfair that there are children who would be entitled to British citizenship, but who might struggle to overcome the administrative and financial hurdles without assistance from an organisation like KIND. It is incredibly rewarding to know that our efforts can make that difference.**

Claire Keepax, Jude Antony, Anne-Marie McLouglin



# Case study: Tackling avoidable deaths in the learning disabled community



**Caron Heyes**  
Director, Personal  
Injury and Medical  
Negligence, UK



In 2021 I worked with **Mencap** to represent the family of Rachel Johnston at an inquest that found her death was due to gross neglect due to lack of basic medical attention. This case followed on from other cases where a misguided focus on the learning disability rather than relevant clinical factors contributed to care failures, or where appropriate equipment and treatment was not provided, or patient concerns about their health were not investigated.

I felt that we should somehow harness our legal expertise with Mencap's know how to contribute to changing this inequitable healthcare system. Thus, out of many conversations between us and Mencap about how we could work together to drive change, **'Rachel's Voice'** was born.

Rachel's Voice is a joint Mencap and Fieldfisher project drawing on the specialist expertise of its contributors to shine a light on inequities in healthcare treatment experienced by people with a learning disability.

With a particular focus on addressing the rate of avoidable deaths within this group, estimated to be 1,200 people per year, this project combines legal casework and policy development aimed at driving systemic change in the healthcare treatment of people with a learning disability.

We offer legal advice to bereaved families on how to make and navigate hospital complaints and/or the inquest process and in some cases represent them at inquest.

We also advise on whether there is scope to reopen inquests or refer the complaints for further investigation, such as to the CQC.

Accessibility to information is also key and so we are building a public facing website with a wealth of information about inquests and hospital complaints processes told through a learning disability lens.



We have commissioned research focused on inquests into learning disabled related deaths, and are developing a training programme to engage with Coroners, Coroners' officers and Medical Examiners that gives insight to them in how to investigate a death of a person with a learning disability.

The project is funded in the first instance by generous funding from Mencap and Fieldfisher's Just Purpose Challenge, an internal competition that offered to back a proposal that addressed a pressing need in society.



## Making an impact locally



**Mark Webber**  
Managing Partner,  
US

We are a small office in Silicon Valley, but we try to make as big an impact as we can. As well as firm-wide ESG initiatives, our team also participates in programmes with a local focus.

Being in California, there is a big environmental element to our activities. We have done things like beach clean-ups, planting trees, and removing invasive species from state parks.

Various team members also have personal commitments where they have been involved in interesting community projects.

For example, we restored old bikes for a project in San Jose, ventured out for trail maintenance, worked with food banks, helped disadvantaged people with training, and worked for **Pet Partners**, which finds and looks after pets for people in need and looks after their vets' bills.

Given our team's technology focus, our pro bono work usually carries a technology element. I have personally done quite a bit of pro bono work for the non-profit **Internet Archive**, which aims to keep and index a digital copy of absolutely everything ever published. This includes digital art and digitising vinyl, books and pamphlets.

Supported by our German and Belgian offices, I have also done some really interesting work with the Internet Archive's **Wayback Machine**, helping archive and retain webpages, internet sites and other digital artefacts.

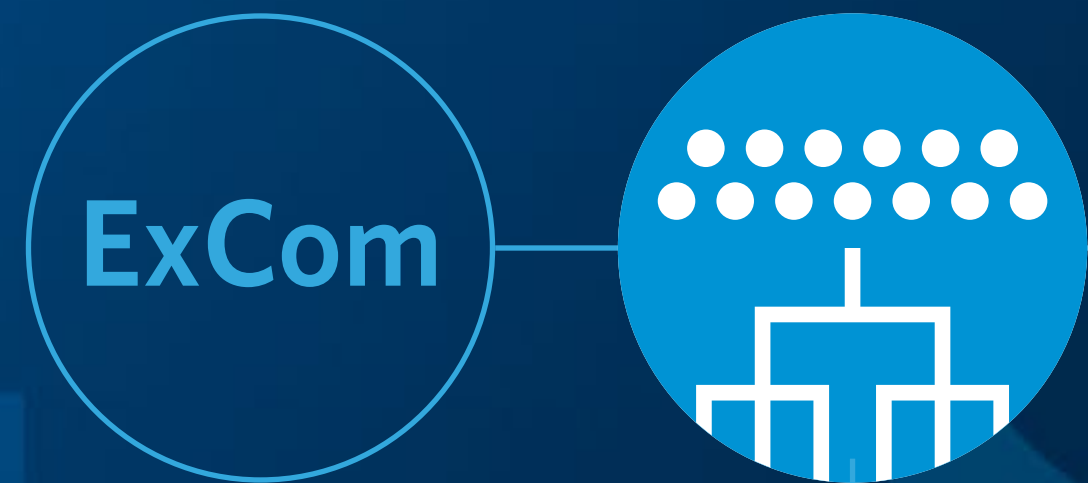
Our Silicon Valley clients are large tech companies with big budgets and big initiatives, who already have a lot of very good programmes involving giving back to the community, or helping the environment.

And of course our own office buildings benefit from being in California, with timed lights and being very energy efficient. But with only 14 people here, we try to keep our footprint as small as possible.



# Governance

## Executive Committee



Fieldfisher's Executive Committee is responsible for implementing the firm's business strategy and driving growth of its international offices, sectors and practices. It is appointed by **Robert Shooter**, the firm's Managing Partner.



**Robert Shooter**  
Managing Partner



**Carole Ohl**  
Chief People Officer



**Colin Gibson**  
Head of Dispute Resolution



**Douglas Peniston**  
Operations Director



**Guy Usher**  
Co-Head of Financial Markets  
and Products



**Katherine McPherson**  
Chief Strategy Officer



**Mike Giles**  
Chief Financial Officer



**Philipp Plog**  
Germany Managing Partner



**Ranjit Dhindsa**  
Head of EPIC\*



**JP McDowell**  
Managing Partner Ireland



**Iona Meeres-Young**  
Partner, PIMN\*



**Tim Van Canneyt**  
Partner, Technology

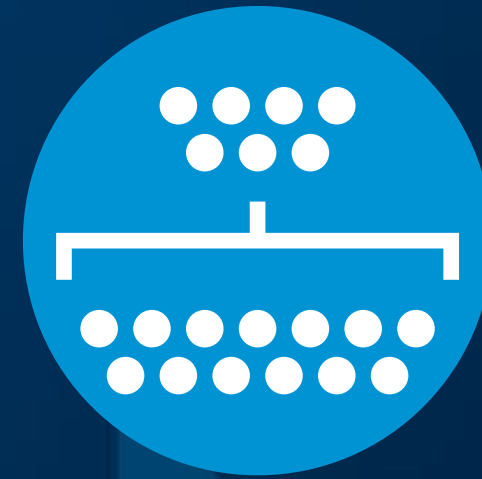


**Steve Moss**  
Head of Finance



# Supervisory Board

Chaired by the firm's Senior Partner **David Wilkinson**, the Supervisory Board oversees the firm's Executive Committee on behalf of the partnership. It also acts as a sounding board for management on strategic issues.



**David Wilkinson**  
Senior Partner



**Ramatu Banga**  
Partner, Real Estate



**Jan Hartmann**  
Partner, Corporate



**Vivien Davies**  
Partner, Dispute Resolution



**Stijn Debaene**  
Partner, IP



**Douglas Peniston**  
Operations Director



**Robin Spender**  
Partner, Banking & Finance

# Operations Board

The Operations Board is concerned with the efficient running of the firm. It comprises senior members from Business Services departments including IT, HR, Finance, Risk and Marketing & Business Development.



**Robert Shooter**  
Managing Partner



**Katherine McPherson**  
Chief Strategy Officer



**Andrew Dodd**  
General Counsel, IP



**Catherine Hudson**  
Partner, Risk



**Mike Giles**  
Chief Financial Officer



**Sasha Radoja**  
Director of BD & Marketing



**Nigel Lang**  
Chief Information Officer



**Carole Ohl**  
Chief People Officer



**Douglas Peniston**  
Operations Director



# Good governance



**Ranjit Dhindsa**  
**Head of Employment, Pensions, Immigration and Compliance, UK**

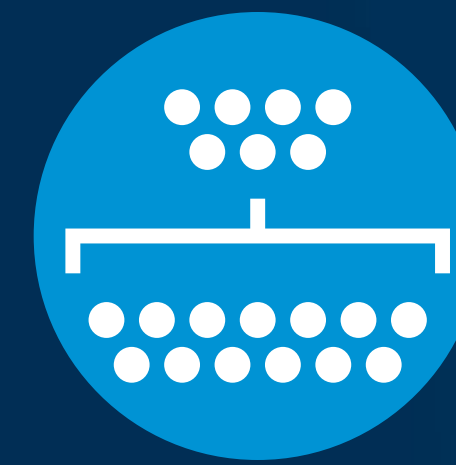
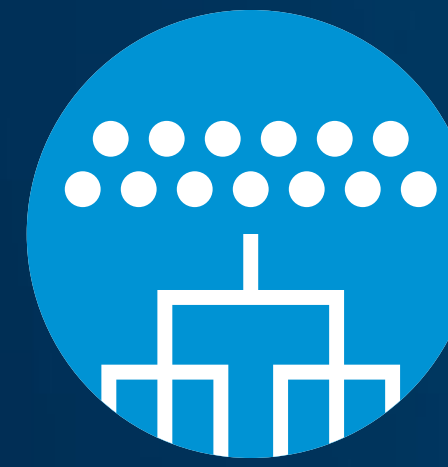
At Fieldfisher we have been championing good governance for more than 15 years. This is not solely in response to regulatory requirements, but because it underpins our effectiveness as an organisation, keeps us evolving with the times, enables us to recruit the most talented minds and demonstrates the best possible example and services for our clients.

Our **Executive Committee** leads our governance strategy, ensuring it is in line with the times, fit for purpose and involves clear organisational structures, delineated roles, defined teams and responsibilities.

Our **Supervisory Board** represents our partners, while our **Operations Board** is concerned with the efficient running of our LLP. Good governance is not just a legislative requirement, but an essential part of our culture.

Within the corporate world, institutional investors, particularly pension funds and private equity houses, want to invest in businesses with mature diversity and inclusiveness initiatives that demonstrate more than compliance. They want to see strong leadership and a positive, productive culture which is the driver of growth.

## Executive



## Supervisory



## Operations



In an increasingly competitive labour market, it is vital for Fieldfisher and our clients to have progressive policies in place to attract the brightest talent. All professional services businesses are fighting for the brightest people.

These professionals are not afraid to choose a company on the strength of their people policies. We value the diversity that they can bring, as with it, comes change - not just imposed top down, but also from the bottom up, championed by our graduates, interns and newly-recruited professionals.

At Fieldfisher we champion inclusiveness in the workplace, seeing it as an active part of creating a positive culture where all colleagues feel able to work to the best of their ability and contribute to the firm.



**Good governance and diversity go hand-in-hand. Diverse organisations are better-run and more productive than non-diverse organisations.**



Diversity is very much about recruiting and retaining diverse people with different approaches to problem solving and innovative ideas. There are of course both legal and regulatory obligations to promote diversity in the workplace. However, we want to go further and ensure that with diversity comes equity, inclusion and a positive culture allowing all colleagues to thrive to the best of their ability.

This is why we are keen to put in place the processes and procedures to allow all colleagues to feel empowered and provide the best possible service to our clients.

We are a European law firm with clients all around the world. Our clients demand that we have teams that reflect and understand their diverse needs.

There is more work to be done to improve the retention and promotion of senior women in our partnership and women in areas that are traditionally male focused.

In addition to greater promotion of ethnic diversity within Fieldfisher, I am most proud of the work we have done in investing in disabled and neurodivergent people and removing challenges and barriers for candidates. We not only want to recruit and retain disabled people but ensure we are creating a culture that allows individuals to bring their whole selves to work.

We are moving more and more towards becoming a truly European, rather than a UK law firm.

It is the natural next stage of our governance journey - developing an integrated voice by involving more of our European partners in our decision-making processes.

By representing the full diversity of our European team in our decision making, we will make richer and more informed decisions to the benefit of both our clients and our people, across all cultures and regions in which we operate.



# Risk & compliance

Fieldfisher's Risk Group protects and guides the firm on matters concerning professional obligations, regulatory and statutory compliance. Comprising Legal & Regulatory, Privacy & Data protection, Onboarding and Information Security teams, in 2022 the Risk Group continued to support robust governance by providing guidance and implementing policies to maintain the highest standards of professionalism and client service.

## AML, CFT and KYC\* processes

Our anti-money laundering (AML) and combatting the financing of terrorism (CFT) checking system is transparent, thorough and in line with industry standards. Fieldfisher takes its AML/CFT obligations to the Solicitors Regulation Authority (SRA) very seriously.

We have a twenty-strong team of professionals in the UK and France, supported by a network of AML and wider Risk specialist lawyers in different jurisdictions and use of state-of-the art technology to ensure this remains the case.

We use the **Intapp** screen-based client onboarding system, which is smooth, rigorous and compliant. We educate our employees about their individual AML and anti-bribery and corruption obligations with regular, up-to-date, industry standard training modules, in adherence with industry standards.

When Covid-19 lockdowns prevented clients from accessing our offices to certify identification, we adopted industry-leading alternatives including **LexisNexis® IDU®**, a digital platform that allows us to check identity information against authoritative sources to reduce the risk of identity fraud and support AML/KYC.





### Russian On-boarding

In response to the conflict in Ukraine, in March 2022 we established a Russian Onboarding Clearance Committee (ROCC) to evaluate prospective new instructions for Russian-related work.

The Committee requires any proposal to be compliant with all sanctions legislation and will not accept work which assists Russian military action in Ukraine in any way, or is conducted for Russian oligarchs, Russian state-backed entities or any individuals who are close to the current Russian regime.

ROCC is designed to evaluate reputational risk and protect Fieldfisher's corporate integrity. It enables the firm to apply forensic scrutiny when assessing incoming instructions and adopt a consistent approach to Russian-related work. It also allows us to continually test and, if appropriate, refine the criteria in response to developing the legal and professional regulation and situation in Ukraine.



### Data Governance

Fieldfisher is committed to protecting the privacy and security of the client and employee data it holds.

The confidentiality and security of client information is mandated by both the SRA Code of Conduct, as well as wider regulatory obligations including the General Data Protection Regulation (GDPR).

Fieldfisher has a Data Protection Officer in place to monitor compliance with this regulation.

The firm also uses state-of-the-art technology to monitor security threats and holds a number of security accreditations, such as:



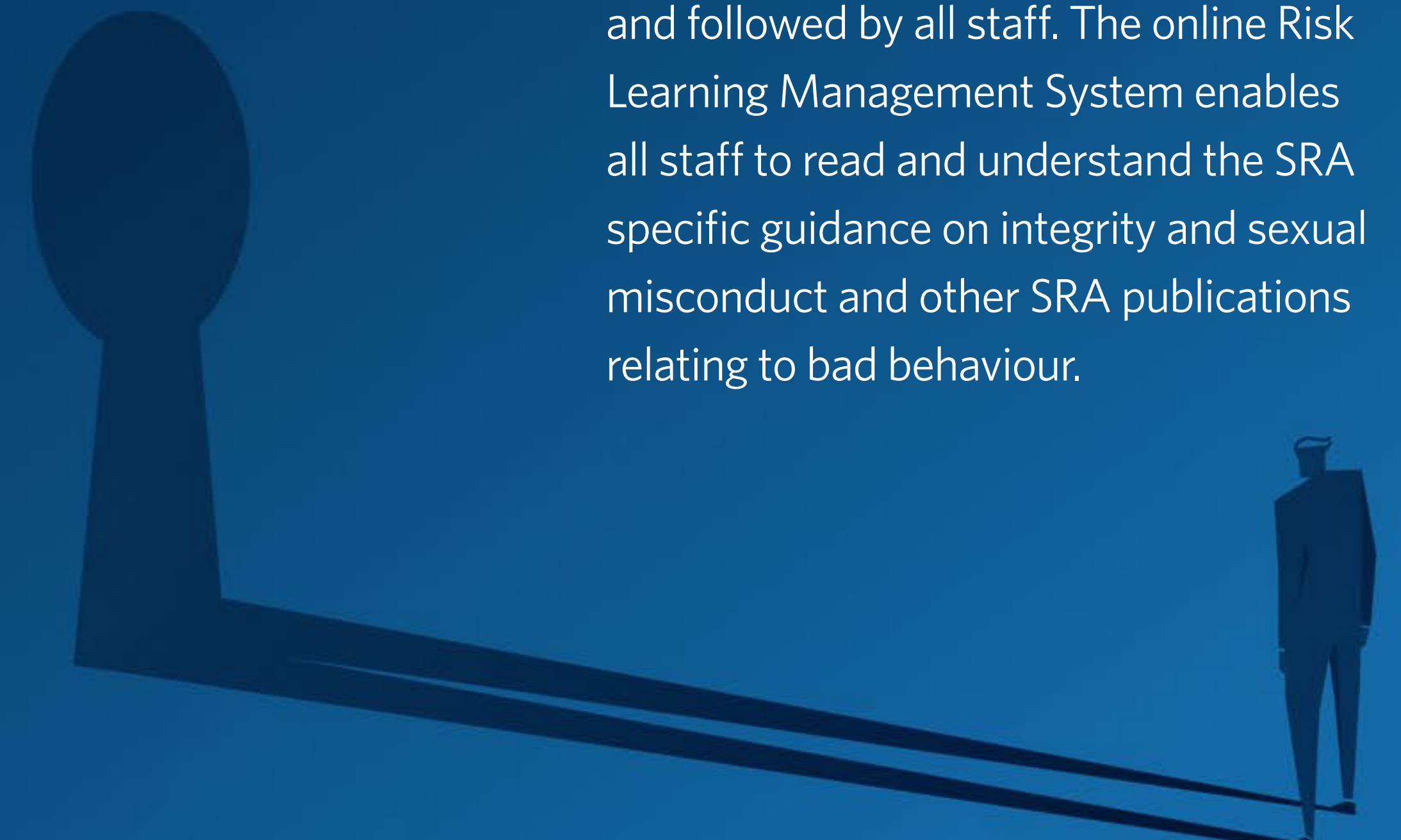
which demonstrate its commitment to **robust security practices.**

All staff also undertake mandatory information security training and abide by the firm's Acceptable Use Policy.

### Integrity and Ethical Behaviour

As a firm regulated by the SRA, we fully comply with the SRA's regulations and are committed to providing guidance to our solicitors and other employees on specific mandatory requirements and principles which are applicable to them.

In 2022, to ensure that every member of the firm is complying with the SRA's ethical requirements, the Risk Team rolled out a programme of online courses and face-to-face training specifically focused on ethics. The team also makes sure that the firm's mandatory policies setting out behavioural requirements, such as the Acceptable Use Policy and Social Media Policy, are regularly updated, understood and followed by all staff. The online Risk Learning Management System enables all staff to read and understand the SRA specific guidance on integrity and sexual misconduct and other SRA publications relating to bad behaviour.



# Creating a strong ESG culture



**Marie-Léonie Vergnerie**  
Partner,  
Environment, France

In 2022, Fieldfisher celebrated its 15th anniversary in France. Throughout these years, we have strived to run our business ethically and sustainably and pursue our commitment to put our people at the heart of our activities.

We believe that facilitating a healthy work-life balance and providing an inclusive and safe environment for all of our amazing members are key in fostering positive initiatives.

ESG is multifaceted. As our environmental practice in Paris, which I have the pleasure to lead, has a long-standing expertise in waste and recycling, implementing best practices internally just had to be a given. We collect glasses, medicines and legal books for NGOs, small electrical and electronic waste for repair and reclaim, and have books-for-free shelves where anyone can pick up new reads or last-minute gifts.

When we moved into our current offices, we installed water-filtering devices from the get-go and got rid of all plastic bottles. We also upgraded our printing equipment and drastically reduced paper consumption and waste. And as we are renting our office space, we have worked with the building management on rationalising light-saving and heating/cooling devices, on installing electric plugs in the car park, and on having a dedicated space for bicycles which was inaugurated in 2022.



Main dans la Main et solidaires



Another strong focus in the Paris office is our role as lawyers in our community, in particular via pro bono support to various individuals and organisations who greatly need it. Examples include IP Partner **Nathalie Hadjadj-Cazier's** long-standing support



families in hospital, and a successful representation in the Cour d'Assises of seven Vietnamese victims of a

of the association **Main dans la Main** to improve the quality of life of children and their

French paedophile doctor by Corporate Partner **Christopher Mesnooh** and Associate **Maxence Robillard** in 2022.



ESG is a work in progress. We are always looking to improve our ways of working together and getting as many members of the office as possible on board, with a view to generating purpose-driven momentum.



# Conclusion



As a law firm, we are in a privileged position of having the resources and skills to influence challenges facing our society and make a difference. The Fieldfisher 2022 ESG report demonstrates that we take this position and the responsibility that comes with it very seriously.

Our commitment to building a more sustainable and equitable future will continue to shape our firm-wide decisions and goals as we progress towards even higher ESG standards.

This is hugely important to our people and I am grateful to everybody at Fieldfisher for their contribution to the firm's ESG programme and this report.

**Robert Shooter**  
Managing Partner

