


ReedSmith

Driving progress  
through partnership

Responsible Business  
EMEA 2022

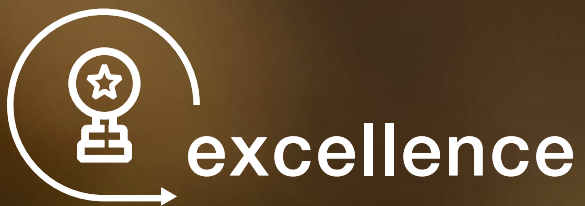


Our values are at the core  
of our firm's **Responsible  
Business** programme.





integrity



excellence



teamwork &  
respect



innovation



impact



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“We have an absolute determination to be a responsible business.

Integrity, excellence, teamwork and respect, innovation and impact are indeed our core values.

This report shows the breadth and force of that commitment, and what being a responsible business meant for us in 2022.

It helps us to remind ourselves and to share with you who we are and who we want to be.”



**Michael Skrein**  
Responsible Business Partner EMEA



# Pro bono



Throughout 2022, our lawyers continued to support individuals in need, charities and not-for-profit organisations through our established pro bono projects and our new partnerships and initiatives that meet emerging legal need. From assisting refugees fleeing to safety, to helping vulnerable individuals get access to justice, to leading on strategic litigation, our combined efforts achieve impactful outcomes for our clients and help us strengthen our firm's pro bono practice globally. I am forever grateful to our dedicated EMEA teams of lawyers and our brilliant partner NGOs for their passion, leadership and commitment to pro bono."



**Becca Naylor**  
Counsel, Head of Pro Bono EMEA



We provided more than **29,600** hours of pro bono support to charities, not-for-profits and low-income individuals across the EMEA region

## 2022 highlights

- We partnered with six law firms in launching the **Domestic Abuse Response Alliance** to provide pro bono advice and representation to survivors of domestic abuse in need of protective injunctions in the UK.
- We represented **Channel Rescue** in a legal challenge to the United Kingdom Home Secretary's policy to push back all sea small boats carrying refugees and other migrants over the English Channel. The Home Office abandoned the policy one week before the scheduled judicial review.
- We launched the **Afghan Pro Bono Initiative**, a new, groundbreaking project, in collaboration with 13 other law firms and the NGOs Safe Passage International and Refugee Legal Support to provide support to Afghans in dire need of immigration assistance.
- We joined a cohort of City law firms to set up the **Ukraine Refugee Project** with Safe Passage International. Volunteer lawyers provided legal advice to people escaping the conflict in Ukraine and wishing to relocate to the United Kingdom.
- We joined over 30 law firms to support the **Legal Helpdesk for Asylum Seekers** in Belgium, which was set up by the Brussels Bar Association and NGO Vluchtelingenwerk Vlaanderen to ensure access to legal advice for refugees and other displaced individuals and families in Belgium with the objective of ultimately granting them accommodation in shelters.
- We partnered with the **AHA Foundation** in a flagship project to produce legal guides for survivors of female genital mutilation (FGM) and those at risk of FGM in various states across the U.S.
- Our UAE offices are assisting **Azraq**, a not-for-profit marine conservation organisation, to navigate the UAE regulatory requirements for not-for-profits and advising on sponsorship terms and conditions in order to help conserve and preserve our oceans.
- Our **Hong Kong** office advised domestic workers in their respective employment disputes and Labour Tribunal proceedings against their former employers.

## Pro bono



“2022 has proved an excellent year for our pro bono practice in the Brussels office, **achieving 100 per cent pro bono participation**. Without our lawyers’ commitment, time and energy, we could not have accomplished this.”

**Isabelle Rahman,**  
Brussels Office Managing Partner

## Key stats

2022 was our best year on record across EMEA for pro bono participation.

Total hours

EMEA

**29,688**

London

**22,863**

**70+%**

lawyer participation in pro bono, in our Athens, Brussels, London, Munich, Paris and UAE offices

UAE

Highest increase in pro bono participation

**76%**

**100%**

trainee participation in London for the eleventh year running

**100%**

lawyer participation in Brussels

Average hours

EMEA

**53**

London

**71**

Participation

EMEA

**75%**

London

**89%**

**3** partnerships with in-house lawyers





## Awards and accolades

- Ranked fourth among **The Best Law Firms for UK Pro Bono** by Law.com International in 2022
- Joint winner with the AHA Foundation of the **Best International Pro Bono Award** at the LawWorks Pro Bono Awards 2022 for our work to end FGM
- Winner of **Most Effective Pro Bono Partnership** at the LawWorks Pro Bono Awards 2022 for our Afghan Pro Bono Initiative in partnership with Safe Passage International, Refugee Legal Support and 13 other law firms

## Individual awards



■ Associate Georgia **Crossman** – Winner of Junior Lawyers Division Award at the LawWorks Pro Bono Awards 2022



■ Associate **Ellie Ruiz** – Winner of Best Contribution by an Individual at the LawWorks Pro Bono Awards 2022



■ 2022 LawWorks Pro Bono Awards



■ 2022 LawWorks Pro Bono Awards

## Pro bono

In 2022, we delivered **more than 12,000 hours** helping **over 300 charities** and not-for-profits with commercial legal advice

### Access to justice

- We assist refugees and asylum seekers in Belgium through our **Brussels Legal Helpdesk for Asylum Seekers**.
- We help children and their families regularise their immigration status in partnership with **Kids in Need of Defense UK**.



*My favourite part has to be sharing the final (and positive!) decision with our clients. Every successful application means we have done our jobs as lawyers and it is humbling and heart-warming to know our work has had a life-changing impact on our clients' future livelihoods."*

**Corina Lefter**, Associate and KIND UK Project Champion, Reed Smith



*My motivation to join our Ukraine Refugee Project was twofold, coming from my role as a lawyer and my Ukrainian identity. Our volunteers have the opportunity to go to Poland and support refugees fleeing the war. This is a unique experience that gives us a different perspective on life and the situation in Ukraine."*

**Victoria Lebed**, Associate and Project Champion for our Ukraine Refugee Project, London

### Advice for charities and not-for-profits

- We provide support to the **Social Finance Hot Desk** (SFHD) through a secondment arrangement with lawyers from our Financial Industry Group in London, enabling the SFHD to reach more charities in need of pro bono support.
- Our Singapore team assisted **Solar AI Technologies** with an agreement needed to launch its new 'Rent-to-own' solar scheme. Solar AI is a social enterprise committed to decarbonisation of the energy grid by scaling the deployment of distributed solar.



*It feels good knowing our efforts are benefitting organisations or our local communities and that our efforts have an impact on the wider society. Pro bono helps you to be more open-minded as a lawyer and gives you the opportunity to work in areas that you would not normally work in."*

**Liseah Ang**, Associate, Singapore






Every year we help over 300 charities and not-for-profits with commercial legal advice across our EMEA offices. We spent over 12,000 hours on this work in 2022 allowing our clients to focus more of their often limited resources on their charitable causes. I feel incredibly lucky to be part of a team that is so committed to supporting the work of so many fantastic organisations in this way.”

**Jessica Tagg**, Associate, Pro Bono EMEA

## International human rights

- Lawyers from our London transportation team worked on the **Geneva Declaration on Human Rights at Sea**, a landmark publication protecting the human rights of all people living and working at sea or crossing the sea.
- Our lawyers participated in a virtual discussion organised by our charity partner **Face Equality International** to mark International Face Equality Week in 2022, aimed at shining a light on the gaps in disability laws that may leave people open to disfigurement discrimination.
- Our team prepared a comparative, multi-jurisdictional report for the **Centre for Women's Justice** (CWJ).



 *Our team of lawyers across six EMEA offices drafted a report to give the CWJ an overview of the current legislation and other rights or provisions that they could use for their campaign for a change in the law that would recognise children conceived in rape as victims of crime and to provide these children with certain rights."*

**Joana Becker**, Associate, Munich

Our **London Racial Justice Working Group** continues to assess areas of pro bono need relating to racial justice. Throughout 2022, the group identified and assisted charities and not-for-profits working in this space. Among others:

- A team of seven lawyers produced a guide to assist the **Black Families Education Support Group**, aiming to help facilitate conversations about race at schools.
- We partnered with **UNJUST C.I.C.**, a not-for-profit that challenges discriminatory practices and policies within UK policing and the wider criminal justice system, to produce a booklet for children, parents and carers about children's rights if they are stopped and searched by the police.





It is a privilege to work with the fantastic team at Reed Smith to develop legal guides for FGM survivors, and an honour to have this work recognised by LawWorks. As a survivor-founded organisation, this project is deeply meaningful to us at AHA. Reed Smith's pro bono commitment to helping us provide survivors with access to understanding their legal rights is both remarkable and invaluable."

**Michele Hanash**, AHA Foundation's Director of Policy and Women's Programs



## Pro bono

### UK and European Pro Bono Week

We held a number of events in 2022, to celebrate UK and European Pro Bono Week, including a virtual panel event to discuss how to use pro bono in response to the international refugee crises. Our panel speakers were lawyers Caterina Franchi and Evangeline Atkinson, from our partner organisation, Safe Passage International.

### Thank you Jamie!



Senior associate Jamie Garside took on the role of interim head of pro bono EMEA in 2022, covering for Becca Naylor while she was on parental leave. Jamie has been involved in many of our firm's pro bono projects over the years and did a fantastic job in this vital role.

### 2022 PILnet's Global Forum

Our 12-strong pro bono team from five of our EMEA offices attended PILnet's Global Forum in Dublin.



PILnet Global Forum



The PILnet Forum was a great opportunity to connect with colleagues and peers from the legal profession, and inspiring to see that pro bono is taken seriously by major law firms. I am very grateful to work for a law firm that has embraced the value of pro bono demonstrated by our team's strong presence at the conference.”



**Panagiota Ntassiou**, Associate, Athens



## Congratulations to our associates

**Doretta Frangaki** and **Dimitris Athanasopoulos** received our Athens office pro bono award for their efforts and contribution to the practice.



■ Doretta Frangaki (first left) and Dimitris Athanasopoulos (far right)

**Laetitia Gaillard** and **Romain Farnoux** were named our Paris office Pro Bono Champions for 2022.



■ Laetitia Gaillard (left) and Romain Farnoux (right)





## Our pro bono partnerships

We thank all of our amazing pro bono partners – we would not be able to do the work we do without their valuable supervision and guidance. We are proud to support all of our partner organisations in their important work, including:





# Diversity, equity and inclusion



As we settle into the ‘new normal’ in this post-COVID era, we saw the launch of our All Rise mission – giving new momentum and energy to our DEI programme. We saw exciting new initiatives, including the global expansion of our Multicultural Network, our disability business inclusion group (BIG) (LEADRS) celebrating their 10th anniversary and a new EMEA leadership team for our LGBTQ+ BIG (PRISM). We also relished the opportunity to connect and meet again in person, culminating in our Diversity Summit in Texas.”



**Sakil Suleman**  
Deputy of Diversity, Equity & Inclusion EMEA





## All Rise – our DEI mission

At Reed Smith, we understand that nurturing a working culture rich in diversity, where everyone is included, treated fairly and feels secure in the knowledge that they are valued and respected, is key to our success.

In 2022, we set out to develop a new DEI mission statement that expresses this idea. Our mission is simple: to deliver opportunity to everyone. We call it **All Rise**.

Our DEI programme delivers on our ambition and commitment to take our place as a standard bearer in the industry by leaving no stone unturned in delivering a just, fair and equitable working environment for all.

It is not enough for one of us, or some of us, or even most of us to succeed.

We will never stop working on this goal until all of us can succeed without exception.

We will deliver opportunity to everyone – whomever or wherever they are.

All seen. All heard. All valued. All included. **All Rise**.

## Our DEI strategy and goals

DEI is firmly embedded throughout our firm's strategic plan for 2024.

It is only when we ensure that our culture, systems and policies work together to support a workplace that creates opportunity for all that we can **All Rise**.

To do this we have set out five challenging goals and introduced a comprehensive set of standards that we can use to benchmark our progress.

- **Visible leadership and following** – We aim to be widely recognised as a standard bearer for DEI in the legal profession.
- **Groundbreaking innovation** – We continually raise the bar in the legal industry for DEI through innovative thought leadership, evolving best practices, client services and partnerships, with an emphasis on learning and employee wellness.
- **Equity** – We ensure equity is woven into the fabric of our firm by continuously assessing policies, practices and procedures, both formal and informal, to ensure they are fair and free of bias.
- **Representative diversity** – We have a work force representative of the populations we serve and the communities we live and work in.
- **Inclusion and belonging** – Our workplace environment is rooted in teamwork and collaboration where everyone's thoughts, perspectives and opinions are valued.

## Diversity, equity and inclusion



Our Racial Equity Task Force is chaired by our global managing partner and is charged with marshalling our firm's resources to carry out our Racial Equity Action Plan (REAP).

### REAP's three priorities:

- Internal well-being and learning
- Pro bono and community engagement
- Client engagement and collaboration



#### New for REAP in 2022

In 2022, we focused on talent retention and attraction.

#### Global head of diversity recruiting

We were delighted to appoint **Reggie McGahee** as our new global head of diversity recruiting.

#### Rising

We launched Rising, our programme designed to support an inaugural cohort of 32 Black lawyers by accelerating progress toward their practice growth goals and prospective opportunities.



*Great opportunities begin with great connections. Initiating those connections and opportunities, and turning them into actions, that's what Rising is about."*

**Peter Ellis**, Global Head of Litigation and Co-Chair of REAP





### We launched new programmes in 2022:

**DEI Inclusive Leadership programme** – A programme that provides additional training and opportunities to our partners, counsel and senior professional staff to cultivate a workplace environment rooted in teamwork, inclusion and collaboration.



*The DEI Inclusive Leadership programme gave our international team members the opportunity to learn from one another and work together for the first time on a firm-wide inclusion project."*

**Karen Hoy**, Senior Manager, Business Development

**Alumni Relations programme** – A strategic effort to connect our alumni to our firm, our people and one another. In 2022, our Alumni Relations and DEI teams collaborated to host a diverse alumni panel at our annual DEI Summit, with plans to expand opportunities for collaboration in 2023.

**Smart Resourcing programme** – A programme that works to proactively manage the way work is allocated to our lawyers, with a focus on ensuring access to opportunities with clients and partners and on providing experience to support lawyers in their pursuit of a high performing and successful career.

### DEI reciprocal mentoring programme

Our mentor/mentee **pairings increased from 25 in 2018 to 88 in 2022.**

#### Mentor pairing Joy-Emma Martin and Brigid North answered the question, **"How valuable has the experience been?"**



*I found the reciprocal mentoring programme extremely useful, as it provided invaluable time with one of the firm's senior leaders.*

*Our conversations were focused, yet I felt comfortable to share a broad array of my experiences with Brigid, whilst learning from her story. Overall the experience provided me with a renewed confidence in my place at the firm, a sense of support and tools to continue being successful here. I would recommend the programme to all junior lawyers."*

**Joy-Emma Martin**, Trainee



*I was delighted to take part for a second time in the reciprocal mentoring scheme. I have learnt an enormous amount from Joy-Emma about her experiences, training and progression within the firm. Both of my mentors were kind enough to share with me their invaluable perspectives as young, diverse members of our community, and I find myself reflecting on those often, in both my professional and personal life.*

*I have also enjoyed simply getting to know my mentors better, and I very much hope that our paths will continue to cross in the future."*

**Brigid North**, Partner

# Diversity, equity and inclusion

## Let's talk webinar series

In 2022, we launched a quarterly DEI CLE series open to all our personnel, clients, stakeholders and community partners, to help drive DEI across the legal industry and beyond. Webinar topics included microaggressions and bias; allyship and privilege; developing diverse teams; and gender, identity and equity.

### Feedback:



*Fantastic content that really sets Reed Smith apart from other law firms. "This is one of the best DEI programmes I've attended in years."*

## Inclusivity Included podcast series

In 2022, we published **15** episodes with **2,815** downloads.

Powerful personal stories that create candid discussions around DEI

Top four downloads of 2022:

1. Autism acceptance and benefits of neurodiversity
2. At the intersection of DEI and talent development
3. Building a diverse talent pipeline
4. Inspiring leaders: Colette Honorable

Since its inception in 2020, *Inclusivity Included* has been downloaded more than **7,500** times.



Listen to the full [Inclusivity Included](#) podcast series.



## 2022 DEI Summit

More than 500 attendees participated in our sixth annual DEI Summit, inspired by our diversity, equity and inclusion mission: **All Rise**.

### Summit feedback:



*Wow! What an amazing event. I wanted to send a note to say a huge thank you for including me in the extraordinary few days in Austin for the Reed Smith Diversity Summit. It was an incredible opportunity to meet lots of people, hear feedback on our work as well as continue this conversation across the firm and beyond."*



Read more about our [2022 DEI Summit](#).



## Pay equity gap report

Our gender pay gap report is a reflection of our current position on our journey toward creating a completely egalitarian environment for all our personnel.

For the third year running, although not mandatory, we reported our ethnicity gap figures. We also reported, for the second year, our disability pay gap figures as part of our continued commitment to transparency across all areas of DEI.





### Billable hours policy

In 2021, we introduced our Billable Hours Crediting Policy, which recognises up to 50 hours of time spent annually on DEI, REAP and WINRS activities for all our timekeepers, and contributes toward our firm's existing 140 hours of billable credit for non-billable work.

The total number of creditable **DEI non-billable hours** increased from

**9,755** in 2021 to

**12,328** in 2022



Every year, to encourage bonding and collaboration, Reed Smith Asia puts in a tremendous amount of effort into ensuring our colleagues are involved in the firm's DEI initiatives across all four offices in the region. Aligned with our global objectives, we are committed to upholding the firm's values to be the progressive law firm for Diversity, Equity and Inclusion."



**Praj Samant**, Managing Partner Asia

# Diversity, equity and inclusion

## Firm awards and accolades

Honoured as a **2022 National Organisation on Disability (NOD) Leading Disability Employer** at the NOD annual forum

- Named one of the best places to work for disability inclusion in the **2022 Disability Equality Index**
- Received **Women in Law Empowerment Forum UK Gold Standard Certification**
- Named one of the Best Places to Work for LGBTQ Equality by the Human Rights Campaign Foundation's **2022 Corporate Equality Index**, earning a perfect score of 100 for the ninth consecutive year
- Highly commended for our WINRS programme at the **2022 Women of the Future Awards**

## Individual awards

- Global managing partner **Casey Ryan** and managing partner EME **Tamara Box** – Named to the Heroes Executive Role Model List 2022
- Associate **Kelly Knight** – Named in the WeAreTheCity Rising Stars list 2022
- Partner **Natsayi Mawere** – Added to the Heroes Future Role Models List 2022
- Associate **Jonathan Andrews** – Served as a judge of the Shaw Trust's Disability Power List, representing our firm on the list's 2022 launch panel, the 2022 Law Society Diversity Access Scheme and the 2022 Commonwealth Youth Awards. He was appointed as the UK's sole representative on the International Trademark Association's inaugural Diversity Council, which champions and advises on DEI in the trademark profession globally, and was appointed as the chairman of the All-Age Autism Board of his home borough, Bromley, working to improve employment opportunities and life chances for those on the autistic spectrum.



Casey Ryan



Tamara Box



Kelly Knight



Natsayi Mawere



Jonathan Andrews





## 2022 diverse lawyer representation (including women)

### Mansfield Rule 1.0 Certified Plus (UK)

After joining more than 10 leading law firms in the 2021 UK pilot programme, we were proud to achieve Mansfield Certified Plus status in the UK in 2022.

**Mansfield Certified Plus** status is awarded to firms that have reached at least 30 per cent diverse lawyer representation in a notable number of current leadership roles and committees.

Mansfield Rule 1.0 Certified Plus (UK)

Equity partnership

**40% #23/57**

Office managing  
partners

**100% #3/3**

Inclusion  
in pitches

**44% #352/807**

Executive Committee (global)

**58% #14/24**

Department chairs and  
practice group leaders (global)

**50% #4/8**

Staffing on matters arising  
from pitches

**34% #217/637**

Diversity, equity and inclusion

## MulticulturalNetwork

“In line with Reed Smith’s ‘All Rise’ DEI mission, the Multicultural Network (MCN) will continue to drive progress in the recruitment, retention and promotion of Black, Asian and ethnic minority professionals in the UK, and to generate opportunities for everyone.”



Olivia Grant, Clare Sutton, Ali Ishaq, MCN Co-Chairs

Following a leadership reorganisation in 2021, the MCN has gone from strength to strength.



“I feel very privileged and proud to know how DEI in all its forms is so tightly woven into the fabric of our firm and its culture. There is always more we can and will do, but it is wonderful to see what we are doing, how much we are progressing, the change we’re bringing, and how much impact the MCN is having.”

**Gautam Bhattacharyya**, Partner



“It’s wonderful to see the impact MCN is having and I look forward to continuing to align our pro bono work with some of your strategic priorities.”

**Rebecca Naylor**, Counsel, Head of Pro Bono EMEA





## Black History Month

Against All Odds: In honour of Black History Month, MCN joined PRISM and LEADRS, in partnership with the UK's first inter-firm diversity network NOTICED, to hold 'Against All Odds', an inspirational event with keynote speaker Maggie Alphonsi MBE, the face of international women's rugby and one of the most recognisable names in women's sports. She shared her inspirational journey to success and what it means to be an inclusive leader in today's society and strive for change consistently.

### Event feedback:



*This really was one of the finest events I have attended in all my time at Reed Smith. Very well done. It was a privilege to attend."*



■ MCN co-chairs Clare Sutton (far left) and Olivia Grant (far right) with Maggie Alphonsi MBE (centre left) and Reed Smith partner Paulette Mastin (centre right)

# Diversity, equity and inclusion

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## MCN in conversation

We held various discussions throughout 2022.

- Peter Ellis, a member of our Senior Management Team and a key sponsor and driver of REAP, spoke about his career, the key role of REAP and why retention and development of our diverse talent are so important.
- Our senior global DEI advisor, Iveliz Crespo, spoke about their career and the work our core DEI team is doing to strengthen our DEI commitment and programming across our offices.
- Partners Colette Honorable, Tyree Jones and Janet Kwuon and non-executive director and strategic advisor Elissa Grey spoke about their personal career journeys and shared inspirational stories at an informal coffee morning.
- Partners Paulette Mastin and Angelina Soon shared their career journeys and perspectives on working in law, including how race should not be a barrier to career progression, at a lunchtime panel discussion to celebrate International Women's Day.

## Recruitment collaboration

The MCN leadership work closely with our London Graduate Recruitment team to support the sustained recruitment and retention of trainees from ethnically diverse backgrounds. A small team of key stakeholders meet monthly to discuss current talent attraction and recruitment processes, and how these can be improved.

The MCN supported many graduate recruitment outreach initiatives in 2022, including the vacation scheme and open day talks, inclusive interviewer training, and a culture event in partnership with Aspiring Solicitors.







The MCN is focused on providing a supportive and collaborative network for Black and minority ethnic personnel and their allies and sponsors. It is working hard to drive progress on inclusivity, progression and equity, beyond lip service to impactful effective change.”

**Nav Sahota**, Deputy Partner Chair

# Social mobility

“We were delighted to host over 346 young people and students at our virtual and in-person events throughout 2022. I am so grateful to our volunteers, for their part in providing inspiration to our attendees on how to gain access to the legal industry and for the continued support and commitment from our charity partners. The success of our events would not have been possible without them all.”



**Carole Mehigan**, Responsible Business Manager EMEA

### **Birkbeck University**

We provided a four-week work experience placement in our London office for a student on the Birkbeck Ability Programme, which is aimed at students with disabilities.

### **The Brokerage**

We co-hosted virtual and in-person events with The Brokerage:

- Two Law in the City panel discussion sessions for A-level and university students
- A law masterclass and two interview practice events for A-level and university students
- Two bootcamp events which involved speed-networking, a mock interview, a sector knowledge masterclass, and CV and cover letter sessions

### **Student feedback:**



*Commercial awareness is vital, as is knowing what all aspects of a business do. I got the chance to ask questions about different careers, sectors and job roles.”*



**THE BROKERAGE**





### Diversity Role Models

We supported Diversity Role Models' anti-bullying campaign in 2022. Funded by the Department of Education, the campaign was part of school teachers' training on how to address and deal with bullying.



■ The Brokerage virtual and in-person events

### Volunteer feedback:



*After sharing my primary school experience of being bullied, it was great to speak to so many teachers at different schools around the UK and help them gain a better understanding of the long term effect of bullying."*

### IntoUniversity

Our volunteers assisted on virtual business focused sessions for high school students.

### Prince's Trust

We hosted two events for young people based in Prince's Trust centres in London and the North. Our volunteers talked about their personal career and educational journeys to inspire the attendees to consider a career within a law firm.

### Feedback from a youth person team leader:



*We had such a good day at Reed Smith. Thanks for being so accommodating. The team enjoyed the experience and the lunch, along with the views and everything else."*



**PROUD TO BE A  
PATRON**



**Diversity  
Role Models**  
Let's end LGBTQ+ bullying

**IntoUniversity**

# Diversity, equity and inclusion

## Reed Smith Legal Week

In 2022, it was great to return to hosting our bespoke student work experience week in person.

The students spent two days placed within different teams and departments at the London office, giving the students hands-on experience and the opportunity to learn about the working lives of our lawyers and business service professionals.

We hosted network sessions for the students. Our volunteers included some of our clients.

## SMBP

Students who attended our Reed Smith legal week work experience took part in our Social Mobility Business Partnership (SMBP) programme. The students learned about different careers within four commercial organisations and about resilience and other competencies from a sports club facilitator.



SOCIAL MOBILITY  
BUSINESS PARTNERSHIP



■ Legal Week our bespoke student work experience





It was lovely to share our weird niche part of legal & compliance and I hope the students enjoyed it.”

Legal week client volunteer feedback



# Diversity, equity and inclusion




School-Home Support

## School events

Throughout 2022, we hosted insight events for various high schools and primary schools. The events included speed-networking sessions with our volunteers, who provided the students with an insight into some of the different careers available in a law firm.




### Head of school feedback:

 *Thank you so much Reed Smith. It has had such an impact on our pupils to go through this amazing experience. A recent careers sessions was very telling when so many students were able to articulate what they would like to do, including being a lawyer or other careers inspired by the trip. This is never usually the case – often it is footballer or YouTuber!"*

On behalf of pro bono charity partner **World Class Schools**, we hosted an event where our pro bono, responsible business and graduate recruitment teams gave students various presentations and networking sessions.

### Charity feedback:


 *Thank you so much once again for hosting a brilliant day for our students last week. Loved reading all the feedback, sounds like an incredibly informative and inspirational day."*

Volunteers in our Leeds office took part in a virtual careers day at a local school for students aged 12 and 13. They gave presentations about their job roles and shared tips on CV writing, completing applications, presenting and public speaking. They also took part in career path interviews with a local school for students aged 14 and 15.

## School Home Support

We hosted our first Aspiration event at our London office for charity partner School Home Support, aimed at students aged 14 to 16.

### Charity feedback:

 *Thank you so much for giving some of the students we support the opportunity to attend Reed Smith[’s London] office to learn about the range of jobs available... and the different routes into employment. The visit was incredibly engaging and informative and the students certainly loved the panoramic views!"*

**Briana Powell, Partnerships Executive Corporates, School Home Support**





■ The Chapter One programme

#### Teacher feedback:



*The transformation seen in each and every child's confidence and reading is evidence of the positive impact Chapter One has had on the children who are a part of this programme. It is a joy to see how engaged and excited they are when I walk past as they are having their sessions."*

#### Yes Futures

In partnership with Yes Futures, we hosted insight events for students aged 7 to 13 from schools based in London.

#### Charity feedback:



*It was great to be able to take the students outside of their normal school environment and discover something new and exciting."*

#### Chapter One

We partner with charity Chapter One, which provides an online reading programme. Our 2022 volunteers supported students aged 5 and 6 who are struggling with their reading.

#### You Make It

Our volunteers took part in charity partner You Make It's mentoring programme, giving support to young, unemployed women to help build their self-esteem, confidence, networking, skills, experiences and knowledge to encourage them to pursue their ambitions.



*I have really enjoyed the programme. It's been amazing to see my mentee grow, believe in herself and become proactive in terms of pursuing her goals."*

#### Munich

##### Reading support

Our volunteers give reading support to children through an organisation that offers children from less privileged backgrounds a space to spend their free time after school and during vacations, and so they can develop their own interests.

##### English improvement buddy programme

Our Munich office created a reading programme to support girls at a boarding school in Rwanda. Volunteers from our Brussels, Frankfurt and Munich offices participated in zoom sessions every week so the girls could practise and improve their English.



## Diversity, equity and inclusion

# LEADRS

Disability Business Inclusion Group



Celebrating 10 years of LEADRS is a huge milestone for us, but it is only the start of our ambition to make our firm and the legal industry more disability confident and inclusive. We have learned a lot over the last decade and expect to continue to do so as the conversations around disability continue to evolve and mature.”



Carolyn Pepper, Co-Chair LEADRS

## Celebrating 10 years of LEADRS

LEADRS has grown from a handful of members to more than 200 around the globe, created a community of supportive individuals, launched in Asia and won numerous awards for its work, amongst many other achievements.

### Project Ability

Project Ability, rolled out in 2022, serves as a model to encourage the recruitment, development and retention of people with disabilities.

The concept of the project is to work with like-minded clients to develop an innovative disability DEI legal service that clients buy into and commit to use, thereby increasing opportunities and connections for our lawyers with disabilities as well as for clients' team members with disabilities.



*We want to encourage and support people with disabilities to become leaders, to focus on ability not disability and to use policies to change attitudes and practices and eliminate stigma and discrimination.”*



Vaibhav Adlakha, Associate





### Assistive technology liaison

In 2022, we appointed our first assistive technology liaison, our chief information officer, Steve Agnoli. Steve and his team began reviewing application programs and working with external vendors to ensure that our content is accessible and that we have updated digital technology in place to drive our accessibility goals forward.



*I am honoured to act as the firm's assistive technology liaison, helping to drive our digital accessibility capabilities forward and bring a more accessible future into use here at Reed Smith."*

**Steve Agnoli**

Our steps to improve our digital accessibility capabilities include:

- Making assistive listening devices available in office conference rooms
- Assessing the digital accessibility capabilities of vendor solutions offering new and upgraded software tool deployments
- Defining internal standards for web systems development that incorporate accessibility
- Incorporating the new functionality of cloud-based tools to address accessibility needs



## Diversity, equity and inclusion

### Career webinar

We held a joint UK/U.S. webinar event for high school students with disabilities to showcase career opportunities. Our personnel talked about their disabilities to demonstrate that people with disabilities can have successful careers with professional services organisations.

### BBC's 50:50 Equality Project Festival

Associate Vaibhav Adlakha took part in the Reframing Disability panel for the first hybrid event that brought together hundreds of BBC teams and some of the 50:50 Equality Project external partners, who shared success stories and best practices to continue to drive change together. Panellists discussed what broadcasters and organisations can do to improve the representation of contributors with disabilities and talent in media content.



■ Vaibhav Adlakha at the BBC's 50:50 Equality Project Festival





### **2022 Disability Inclusion Summit**

Our third Disability Inclusion Summit marked the 10-year anniversary of LEADRS.

We reflected on the societal progress in DEI over the last decade and recognised the contribution of individuals and organisations that have helped nurture and progress inclusive thinking.

Topics discussed included:

- The importance of digital accessibility and environmental, social and governance awareness
- The challenges faced in bridging the gap in mindset, from disability to ability
- The role of affinity groups in shaping DEI policy and practice
- The importance of storytelling and sharing experiences
- Looking ahead to the next generation and how their voice will influence the business environment

Diversity, equity and inclusion

# mentalhealth

taskforce

“It feels as though every day we hear stories about the devastating impact mental health disabilities can have on individuals and their loved ones. This, in my view, makes the work of our Mental Health Task Force (MHTF) more important than ever. I am so proud of the work our MHTF members have accomplished together. We are working to create the change that we want to see in the world.”



**Mark Goldstein**, MHTF Chair

## **Substance Use Awareness Month**

The National Institute on Drug Abuse reported, after decades of research, that addiction is now understood to be a chronic, treatable brain disorder from which one can recover.

In 2022, we hosted a session titled ‘Empowering our health and breaking free from unhelpful habits’. Patrick Krill, a leading expert on mental health, addiction and well-being in the legal profession, addressed what well-being means in the context of the legal profession and shared his most recent research and findings.

## **Suicide Prevention Awareness Month**

The attention we place on mental health is important to reduce the stigma that prevents people from seeking assistance when they are in crisis. We continue to raise awareness by observing Suicide Prevention Awareness Month and provide mental health resources, trainings and speaker events.





### Mental health employee assistance programmes

We offer counselling with licensed professional counsellors to our personnel and their immediate families who are struggling with stress, anxiety, depression, substance use, anger, grief or other work/life balance issues. The service is confidential, available 24/7 and free.

### Mental health first aider training



*Having mental health illnesses myself, I know the importance of having support from colleagues. I became a mental health first aider so that I could support others within the firm who were also maybe trying to manage their illnesses or issues in silence."*

**Carole Mehigan**, Responsible Business Manager EMEA

Our **Mental health first aiders** are firm volunteers who are there for colleagues who find themselves in mental distress. They provide kindness, care and support and can assist in quickly contacting firm mental health resources.

New training sessions in 2022 included:

- **Talk Saves Lives** – Personnel learned how to respond to colleagues who might be in crisis, and about what resources are available to provide support.
- **Mental health first aid** – Personnel were taught how to identify, understand and respond to signs of mental illness and substance use disorders.
- **Mental health movie nights** – In 2022, we held movie nights, showing movies with mental health-related themes and having post-movie discussions.

# Diversity, equity and inclusion

## 2022 Mental Health Summit

We hosted our second Mental Health Summit where panellists provided insights into mental health issues in the workplace and what law firms, organisations and attendees can do to improve their own mental health and mental health in the workplace.

### Panellists discussed:

- **Lesser-considered ramifications of the pandemic and global events**  
– The aftereffects of and uncertainty surrounding the pandemic, as well as recent world events, continue to take a toll on employees' mental health.
- **Psychological capital in the legal industry and other high-stress professions**  
– The focus of mental health professionals has shifted from solely what makes people unwell to what makes them thrive.
- **Corporate responsibility for employee mental health and well-being**  
– We examined the role that employers play in reducing stigma and promoting employee mental health and well-being.

## Dress Green Day #StoptheStigma



■ During Mental Health Awareness Month our Asia offices participated in a virtual Wear Green Day to raise awareness and show support







## Diversity, equity and inclusion

# PRISM LGBTQ+

Business Inclusion Group

“2022 was an exciting year for PRISM with a focus on intersectionality and our All Rise mission of opportunities for all, we worked together to launch flagship events that we are excited to grow in the coming years. PRISM welcomes community members and allies to join us in 2023 as we work towards furthering our DEI goals and celebrating our firm’s wonderful diversity!”



**Will Buckley, Jess Parry, Tom Gates and Nicolas Walker**  
PRISM Co-Chairs

## PRIDE month

### Our pride in the LGBTQ+ community



“Great company culture is so important to me. Reed Smith really values the diversity of their staff and invests in the growth and development of their people. I feel truly supported, enabled, celebrated and part of a team that appreciates my contribution.”

**Will Buckley**, Graduate Recruitment and Development Officer

### LGBTQ+ students careers

We are a proud founding member and “prestige sponsor” of LGBTQ+ student careers society Warwick PLAN, which won DE&I Society of The Year at Bright Network’s SOYA awards in its first year.

In 2022, we hosted an LGBTQ+ Early Careers Summit in partnership with Warwick PLAN at our London office. The event included a panel on LGBTQ+ inclusion in the legal profession, an application masterclass, and a presentation by leading UK LGBTQ+ charity Mermaids on trans inclusion.



“As one of the founding sponsors of the Warwick Professional LGBTQ+ and Allies Network, Reed Smith has been integral to the success PLAN has experienced since its inception. As Warwick PLAN’s first ever Prestige Sponsor, the firm worked tirelessly with us to provide accessible and prestigious opportunities to our members.”

### Warwick PLAN





■ LGBTQ+ Early Careers Summit

# Diversity, equity and inclusion

## Aspiring Solicitors

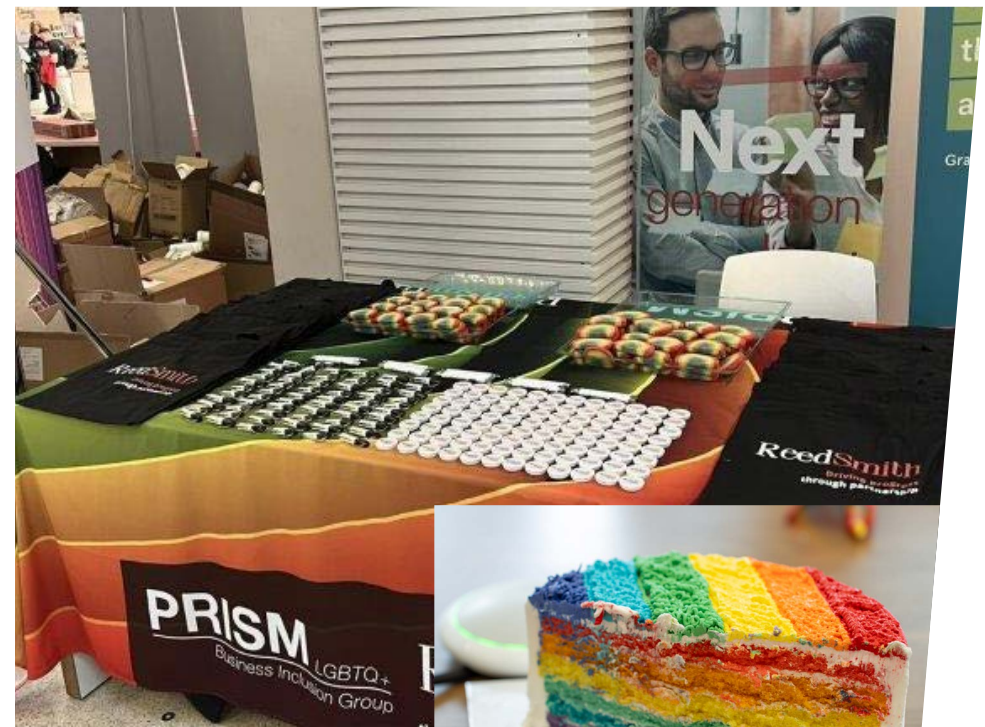
We were delighted to be the headline sponsor of Aspiring Solicitors' Pride, an event held to celebrate DEI in the industry and inspire the next generation of LGBTQ+ solicitors.

## National Student Pride

We are proud sponsors of UK's largest LGBTQ+ student event, National Student Pride, which focuses on developing skills and kick-starting the careers of LGBTQ+ youth.

## Asia Pride

In support of the LGBTQ+ community, our Asia offices celebrated Pride month by hosting colourful tea parties with rainbow cakes, macaroons and snacks.



■ National Student Pride event



■ Asia Pride rainbow cake



### Pink Friday

Our Asia offices participated in Goldman Sachs' annual Pink Friday initiative, joining over 100 organisations across the region and various industries to support the LGBTQ+ community.

#### Attendee feedback:



*It was a wonderful experience to speak openly and educate each other about the issues that face our LGBTQ+ colleagues and the community as a whole."*



■ Asia Pink Friday initiative

## Diversity, equity and inclusion

### JEWISH INCLUSION COMMITTEE

2022 was a very busy year for the JIC, following its launch in 2021. The committee was active in offering guidance and education on Jewish holidays, identifying pro bono opportunities for Jewish organisations, as well as addressing instances of antisemitism. What the JIC has achieved in a relatively short space of time is both exciting and impressive, and 2023 is already proving to be just as busy with regards to forthcoming education events, and community support initiatives.”



**Simone Goligorsky**, JIC London Office Chair

Our Jewish Inclusion Committee (JIC) got into full swing in 2022, with two events:

- A fireside chat on antisemitism. The private, firmwide conversation between our global managing partner and renowned historian professor Deborah E. Lipstadt, now presidential special envoy, to monitor and combat antisemitism, discuss what antisemitism is and provide historical context and tips for our personnel to combat it.
- A panel with PRISM on strategies for addressing hate speech. Lonnie J. Nasatir, president and chief executive of the Jewish United Fund/Jewish Federation of Metropolitan Chicago, and Jane Barry-Moran, director of research and program strategy at Out Leadership, discussed the trends and similarities in hate speech targeting the Jewish and LGBTQ+ communities, and where they see hope.





### Support for Jewish employees

In 2022, we continued to see an uptick in antisemitism. Our firm was not willing to remain silent.

Our global managing partner publicly condemned antisemitism in firmwide communications and in extemporaneous moments with our partnership.

We worked closely with our Senior Management Team to add key Jewish holidays to the firmwide calendar to ensure that events are scheduled on the most inclusive dates.

We partnered with the global Anti-Defamation League (ADL) to join the Shine a Light on Antisemitism programme, that raises awareness about modern antisemitism through education, community partnerships, workplace engagement and advocacy.

### Pro bono

In 2022, our EMEA JIC members participated in pro bono initiatives that help combat antisemitism and serve Jewish communities. Our first partnership with a major non-profit is already underway.

### Education of Jewish identity through holiday celebrations

We used traditional food to educate our personnel about Jewish holidays and celebrations in our offices.

We shared the meaning of Passover and provided matzo (unleavened bread). We also hosted a global virtual Passover Seder-style lunch, which provided a forum to share what Jewish personnel look forward to during the holiday season.

We used traditional seasonal foods – apples and honey – during Rosh Hashanah, to share the start of the Jewish New Year.



■ We provided sufganiyot (jelly donuts) in our offices during Hanukkah.

# Community volunteering



I was delighted with the enormous support from our firm and client volunteers throughout 2022, at the various outreach project sessions with our longstanding partnership charities, Create and Providence Row. Supporting our vulnerable community areas is very important to us being a responsible business.”



**Carole Mehigan**  
Responsible Business Manager EMEA



## Create

In 2022, our volunteers took part in many workshop sessions:

- 13 virtual photography sessions for Create's 'Discovery' project, working with Mind centre attendees in Tower Hamlets, Newham and Camden
- 10 virtual and in-person photography and sculpture sessions with adult carers from the carers centre in Tower Hamlets for Create's 'Release' project
- A ceramic session with participants of Create's 'Links' project, to support elderly people at a centre in Blackfriars.



Volunteers in workshop sessions

### Client feedback:



*Thanks again for the opportunity to participate in this. It was great to make such a difference in the lives of carers, and good fun for us volunteers too."*

**CREATE**  
ARTS.ORG.UK  
20 YEARS OF SPARKING CREATIVITY

## Providence Row

Our volunteers took part in various events and workshops for Providence Row:

- We supported lunchtime challenges and health fair days at the charity's centre. Our volunteers helped to prepare and make food and serve it to homeless people who attended the centre.

### Volunteer feedback:



*My experience at Providence Row was very humbling and it was a privilege to serve those that are struggling and less fortunate. It puts many things into perspective when you see other people's challenges."*

- We hosted employability workshops for Providence Row mentees. Our volunteers helped review CVs, conducted mock interviews and gave advice on seeking and securing employment.



Volunteers in workshop sessions



Employability workshops

**PROVIDENCE ROW**  
HELPING HOMELESS AND VULNERABLE PEOPLE SINCE 1860

# Community volunteering

## 2022 fundraising

### The London Legal walk

Our volunteers joined over 12,000 walkers through parks, river ways and London landmarks to support access to justice.

### The Prince's Trust Palace to Palace cycle challenge

Our volunteers took on the 45 mile cycle challenge from Buckingham Palace to Windsor Castle.

### The Tour de Law cycle challenge

Over 80 volunteers took part in the static cycle challenge in our London office in support of Breast Cancer Now.

### School Home Support Christmas wish list initiative

Our volunteers purchased Christmas gifts online that were delivered to nominated schools, which distributed them to children whose families could not afford to buy gifts.



*We would like to say a huge thank you for supporting our Christmas gift campaign, and making Christmas brighter for many families."*

**Briana Powell**, Partnerships Executive Corporates, School Home Support



■ The London Legal walk



■ The Tour de Law cycle challenge



■ The Prince's Trust Palace to Palace cycle challenge



## Paris

In 2022, our Paris team continued to participate in fundraising events for our long-term charity partners.

### Action contre la Faim

Our team joined the inter-firm race challenge for Action contre la Faim, which works to stop world hunger and delivers life-saving care to people who need it.

### La Parisienne race

Our Paris team joined thousands in the all-women annual La Parisienne race, to help support the fight against breast cancer.

### Secours Populaire

We supported charity Secours Populaire in its Christmas initiative to purchase toys and gifts for disadvantaged Parisian children.

## Frankfurt

In 2022, we continued our support for the **St. Katharinen Homeless Work Project**.

We also supported **Freunde des Opernturms**, an association that offers people in need prospects and support in times of trouble. It also supports children and young people from socially disadvantaged families.



■ The Paris all-women annual La Parisienne race



■ Secours Populaire Christmas initiative

## Community volunteering

### Hong Kong/Asia

During 2022, our Hong Kong volunteers supported and raised funds and sourced supplies for three social enterprises and charities.

**Holy Café Training Centre** is a social enterprise that provides job opportunities and training to people with intellectual disabilities. They distribute free lunch boxes to the elderly in Sham Shui Po, Hong Kong and nearby districts.

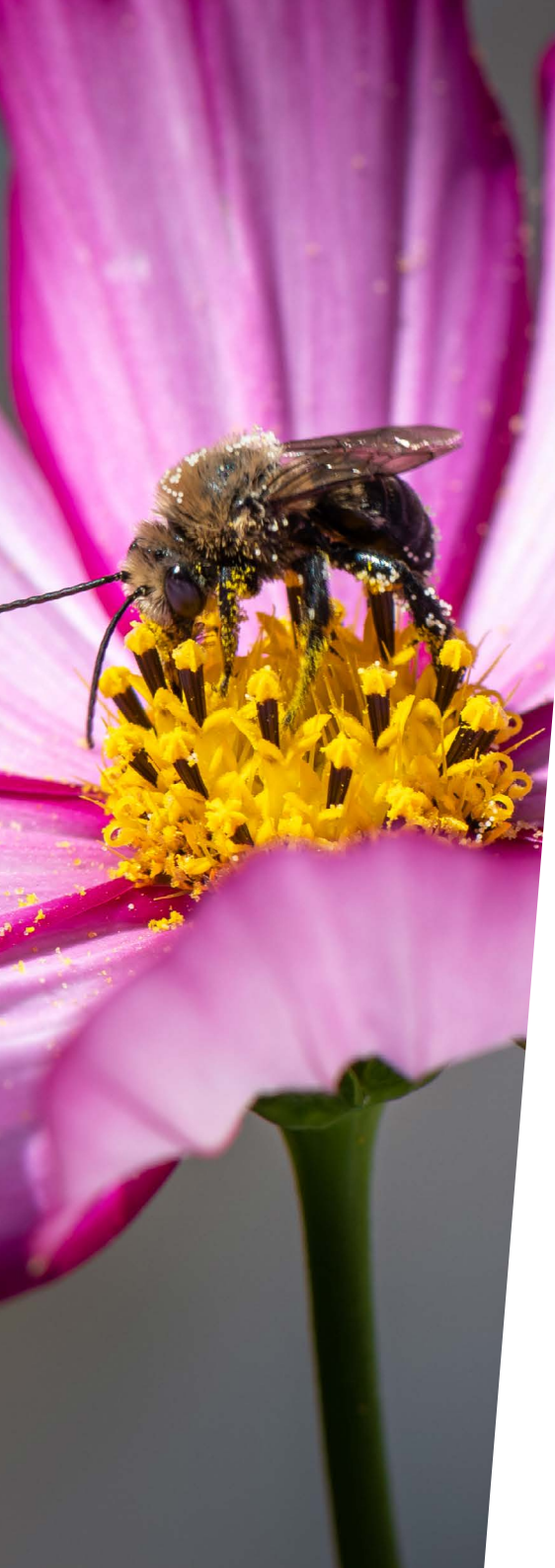
**Sowers Action** provides supplies such as food, medicine and vitamins, cleaning materials, RAT self-test kits, surgical masks and hand sanitiser to low income families in the Sham Shui Po and Kwai Chung districts of Hong Kong.

**Lifewire HK** supports patients (and the families of patients) with rare medical conditions that compromise their immune system.



■ Lifewire HK run





### Hong Kong Legal Walk

Our Hong Kong office joined the walk to raise funds to support the Hong Kong Cancer Fund, Changing Young Lives Foundation, Association for the Rights of Industrial Accidents Victims and HELP for Domestic Workers.

### Pink Revolution

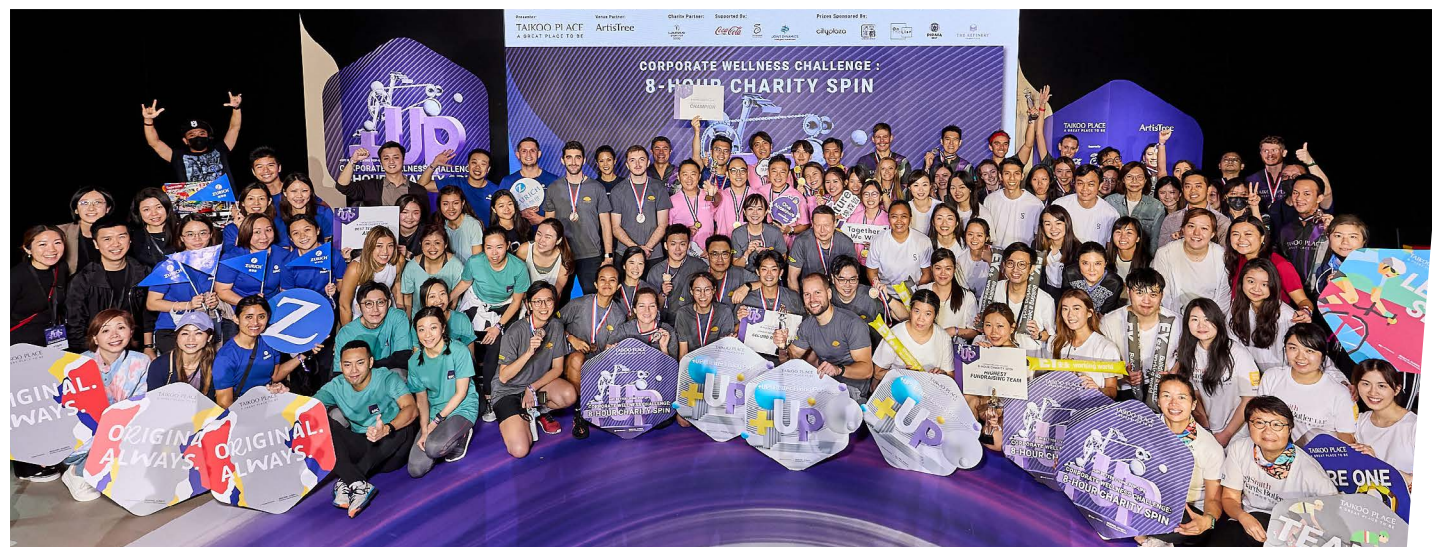
Every year we sponsor the Hong Kong Cancer Fund's Pink Revolution by hosting a breakfast fundraiser to raise awareness of breast cancer.

### Laureus Sports for Good

Our Hong Kong office participated in an eight-hour charity spin to raise funds for Laureus Sports for Good.

### Willing Hearts

Our Singapore office prepared sandwiches and packet food for the elderly and needy, and migrant workers as part of the daily 11,000 meals provided by Singapore charity Willing Hearts.



■ Laureus Sports for Good, eight-hour charity spin

# Community volunteering



## Theirworld

### Carol Concert

We hosted a Carol Concert in aid of Theirworld at St Botolph-without-Bishopsgate in London. Over 300 guests attended to hear readings from actor Bill Nighy, former Prime Minister Gordon Brown, television presenter June Sarpong, comedian, actress and writer Arabella Weir, journalist Yomi Adegoke and our managing partner EME Tamara Box, and sing carols and hymns with the Reed Smith choir.

### New York

In 2022, we hosted annual events during the United Nations General Assembly in New York, including a dinner to celebrate the UN secretary-general's Transforming Education Summit alongside world leaders.

### Theirworld, Your Walk

Members of our Leeds office took part in Theirworld's 2022 inaugural challenge event, 'Theirworld, Your Walk'. Completing a 26 mile walk in and around Leeds, the team raised funds to support the organisation's activities to end the global education crisis.

### Supernova run

Our team took on the 5k Supernova London run, raising funds to support Theirworld.



Annual Theirworld Quiz



Partner David Boutcher at one of our 2022 New York events



Managing partner EME Tamara Box speaking at the Carol Concert





### Annual quiz

We have hosted the annual Theirworld Quiz for many years. The quiz was hosted by broadcaster, writer, economist and former secretary of state Ed Balls and comedian Sarah Keyworth was our special guest.

We raised **£20,000** for Theirworld, a global children's charity with which we have worked for two decades



# Our people



Our people are the architects not only of our firm but also of the legal industry and the global marketplace in which we practise. To achieve a wide-reaching, all-inclusive vision of tomorrow, we actively encourage innovation through diversity and respect for cognitive differences.

Inspiration is not limited to the wider picture, however, as we recognise that we are also the architects of our own careers; by respecting the values and choices that drive each individual we create a workplace where opportunities are accessible and horizons are unlimited.”



**Tamara Box**  
Managing Partner EME





## Engagement and health

“With the remnants of COVID, the cost of living crisis, hybrid working and continued concern about mental health as well as financial well-being, life has become increasingly turbulent. We have looked for ways to make life a little easier for our personnel and their families and introduced more family friendly benefits. We also wanted to know how people were feeling, so we ran a global engagement survey.”



**Jeni Taylor**, Director of Human Resources EMEA

### Global survey

In June 2022, we launched a global survey to gather partner and staff feedback and measure employee engagement. The data and subsequent feedback session have increased our understanding of where we need to focus but equally spotlighted those things we are doing well.

The survey achieved a response rate of 63 per cent and we received over

**2,300** comments

## Our people

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### Support and resources

Well-being remains our priority across the four pillars of our Wellness Works programme – mental, physical, financial and social well-being. With hybrid working and the residual impact of the lockdown, we have placed a focus on providing support and resources to our personnel and their families.

In 2022, we launched a global inclusive family-forming benefit in partnership with **Carrot Fertility**, which covers numerous paths to parenthood including adoption and fertility treatments.

We also launched our **Carers Network** and became a member of **Employers for Carers**, which provides access to training, networking events and an expert personalised online platform. This platform includes toolkits for line managers and resources for carers.

We established our **Family Network**, a committee of like-minded individuals representing all types of families with different caregiving responsibilities including care for the elderly, siblings, young children and dependants with disabilities. Members determine how we can best promote and raise awareness of the support that we offer.

With the rising cost of day-to-day living, we maintained our focus on financial well-being. We offer financial education to our personnel through an online platform, '**My Money**', which they can personalise in order to receive information relevant to their personal circumstances. We have also continued a regular programme of finance seminars on savings, investments and pensions, targeting different life stages.





## Learning and development

“2022 proved to be a creative year for the Learning and Development team, launching programmes locally, regionally and globally across the legal and business services populations that we support. My most treasured moment in 2022 was supporting the Reed Smith pro bono team to develop their presentation delivery through story-telling.”



**Alicia Millar**, Director of Learning & Development



“To celebrate European Pro Bono Week, and thank our pro bono associates across EME, we engaged a training provider to run a programme on ‘storytelling’ in a commercial environment. Our associates embraced the training, working with actors to hone their skills. Passionate stories and conversations drive pro bono engagement, and our associates are now better equipped to do this in their pro bono roles and beyond.”

**Jamie Garside**, 2022 Interim Head of Pro Bono

### 2022 programmes

#### **Professional Solicitors Qualifying Examination (SQE) programme**

We launched our SQE programme in 2022. Our first cohort of interns (our future trainees) started their studies with the College of Legal Practice on electives such as Legal Business Skills; and with leaders in global legal education and Bar exam preparation BARBRI, to prepare for the SQE 1 and 2 exams.

Our unique and innovative approach means that the programme combines study periods with part-time placements within a business services or pro bono partner team, and the completion of an applied project in 2023.

# Our people

## Executive Assistant programme

We extended our successful UK Executive Assistant programme by adapting it for, and delivering it remotely to, all legal secretaries in Asia.

### Participant feedback:



*The Learning & Development team made the session fun and interesting. I loved the interactions and activities using Menti.com, especially when we created the word clouds together.”*

## Reed Smith Academy

Our Reed Smith Academy training programme enables in-house legal professionals from the Emirates to gain dual qualification in England and Wales. The Reed Smith Academy is collaborating with a leading professional institute, the Middle East Law School Chancery Lane Institute for Professionals, to provide SQE preparatory courses both onsite and virtually to in-house lawyers, private practice lawyers and law students.

## Management development

We launched three new programmes designed to support and enable our managers to meet firm and employee expectations, especially in our more hybrid working environment.

- **Aspiring Managers** – for those considering a managerial role
- **Management Essentials** – for new and existing line managers
- **Expert Managers** – for managers with two or more years’ experience

## Intentional Leadership in Action

Our Intentional Leadership in Action programme is focused on leadership and management skills for our EMEA-based senior associates.

## Connected Leadership

We created our Connected Leadership programme, to support our senior managers and directors as they navigate the world beyond hybrid, and effectively lead and inspire our business services teams.

## Associate Advantage

Our global graduate recruitment and talent development programme, Associate Advantage, is designed to ensure our first-year lawyers begin their legal careers with a solid understanding of how a law firm is run. Part of the programme involves building and running their own law firm.





I recently joined the Learning & Development team for my PSQE placement. They've involved me in a range of interesting projects which has allowed me to appreciate just how much Learning & Development stretches across people at the firm, at all stages of their careers. The placement has been a great way to get to know the rest of my cohort before we start our training contracts."

**SQE intern feedback**



# WINRS Women's Initiative Network

“In 2022, our Women's Initiative Network was able to focus more on external and across-office activities after the return to offices after the Covid period. However, it continues to focus on the retention, development and promotion of our women and providing them with support in their careers.”



**Margaret Campbell**, Co-Chair, WINRS

### WINRS Mastermind programme

Launched in 2020, the WINRS Mastermind programme is designed for a small cohort of promotion-bound women and provides participants with both insight and inspiration for the longevity of their careers. The mix of essential leadership skills, access to a community of mentors and sponsors, plus professional coaching, enables our women to thrive in their professional lives and continue their upward trajectory in our firm. Following great success, the programme will run simultaneously in the United States and the EMEA region in 2023.



WINRS Mastermind programme mens panel





### **Summer Series**

Our WINRS 2022 Summer Series panels discussed 'Wish I Knew Then What I Know Now', 'Navigating Your Career Path' and 'How to Navigate Difficult Conversations'.

### **WINRS panel**

Staying visible in a remote work environment was the pertinent topic of a WINRS panel discussion, which was open to all lawyers globally. The panel featured some of our resident experts who have worked remotely since before the pandemic.

### **WINRS partner meeting**

After a long pandemic hiatus, our women partners enjoyed reconnecting at a dinner and meeting at the annual partners' meeting in Boca Raton.



■ Annual partners' meeting in Boca Raton

# Our people

## WINRS events

### London

In 2022, we held two networking, wine tasting and quiz events to introduce those who had joined in the pandemic years.

We held our third WINRS alumni event at the Ham Yard Hotel in London.



■ WINRS alumni event

### Munich

We held various events throughout 2022.

### Panel discussion

In celebration of International Women's Day, WINRS Munich held #BreakTheBias, an inspiring and insightful virtual panel discussion. Our lawyers and clients learned about the importance of support on every woman's journey and breaking through structural biases.



■ WINRS Munich networking event





■ WINRS Munich painting event



■ Cooking and Networking event at the Der Raum restaurant in Munich

## Our people

### Paris

In collaboration with Plasseraud IP, Paris WINRS hosted the French edition of the 'American Intellectual Property Law Association (AIPLA) – Women in IP Global Networking Event 2022'. Attendees discussed the theme of 'being happy and healthy in our work' at the breakfast meeting. Special guest Guillaume Body Lawson, executive coach and yoga teacher, spoke on how uncertainty has changed our lives, and how to find a new balance.



■ From left to right: Cyra Nargolwalla, partner of Plasseraud IP, Guillaume Body Lawson, executive coach and yoga teacher, and Marianne Schaffner, partner, Reed Smith Paris

In December 2022, WINRS Paris members met at the Canopy restaurant to discuss the past year and the challenges of their respective practices, and to prepare an action plan for the year ahead.



■ WINRS Paris party





### **UAE gender diversity initiative**

In 2022, our UAE Construction team launched an initiative with global consultancy HKA, to support the drive for greater gender diversity in the MENA construction industry.

Our initiative kicked off with an event for 20 senior women from leading local construction industry entities to exchange open and honest perspectives on successes and challenges in the industry.

### **Webinar series**

We also have a webinar series planned with HKA, 'maximising female talent in construction'. The webinars will be held over the course of 2023, bringing together leading women in construction in the Middle East to share their experiences, challenges, successes and insights. The webinar series tackles topics including the barriers and best practices in attracting and retaining female talent in the construction industry; how women can succeed in the construction industry; and why mentoring matters for women in the construction industry.



## Our people

### UAE Al Mana all-Emirati Female Rugby programme

We continue to be a proud partner of the UAE All-Emirati Female Rugby team and Al Maha programme, which seeks to mentor and encourage Emirati female participation in the sport. The programme is backed by the UAE Rugby Federation's Player Pathway Programme (PPP), which aims to bring the sport and sportsmanship of rugby to school-aged Emirati children across the Emirates, and encourage a more active, healthy lifestyle.



■ Proud partner of the UAE All-Emirati Female Rugby team and Al Maha programme





We are honoured to play a role in an initiative that is empowering the next generation of Emirati women. Our participation is not merely as a sponsor, but as a true stakeholder, mentor and champion of the team and the programme. It has been delightful to see the team go from strength to strength with an amazing winning streak.”



**Sachin Kerur**, Office Managing Partner, Middle East



# Green matters



2022 proved to be a significant year for our sustainability efforts. We launched our firm's Global Sustainability Plan and appointed sustainability partners and champions to deliver the goals of the plan. We introduced 'green hours', allowing associates to be rewarded for 'green' work and we are now carbon recording across the majority of our global platform which is providing the data to start to reduce our carbon emissions."



**Mark Mathews**  
Operations Director EME



**2019** – our total emissions  
tonnes of CO<sub>2</sub>e

**3,033** – 

**2022** – our total emissions  
tonnes of CO<sub>2</sub>e

**1,946**

**In 2022, we reduced our UK greenhouse gas emissions by over 1,000 tonnes of CO<sub>2</sub>.**

The biggest reductions have been achieved by reducing our corporate business travel in favour of other modes of connectivity and new technologies.

#### **Our vendors**

In 2022, our courier, **Santis Global Couriers** converted a further 15 per cent of its fleet to be carbon neutral, with a commitment to being emissions neutral by 2030.

Our car/taxi service provider, **Excel Executive Cars**, stated in 2022 that 25 per cent of its fleet journeys are completed by electric vehicles, with around 80 per cent being completed by plug-in hybrid vehicles.

We installed coffee cup collection points in all our London office kitchens to help Broadgate (our landlord) with its coffee cup collection initiative in 2022. Collections were boosted from 4,000 cups in 2021 to 60,000 in 2022, winning Broadgate the 2022 Green Apple Award for its efforts.

In 2022, our London building waste management service provider, **Bywaters**, invested in a zero emissions electric dustcart. Also in 2022, it hosted 33 beach cleans collecting over 3,000 kg of waste as well as partnering with charities that feed the hungry from surplus food and plant thousands of trees to bring about reforestation across Sub-Saharan Africa.



## Green matters

### Hong Kong

In 2022, our Hong Kong office participated in lunchtime sessions to learn how to grow, transport, harvest and package produce as well as how to recycle food waste as part of the urban farming programme at Hong Kong's highest urban farm (300 m above ground).

The programme is organised by our landlord Swire Properties and sustainable development centre The Loop and sponsored by DBS Bank. The organic produce grown on the 4,000 sq. ft farm is regularly donated to charity **Feeding Hong Kong** and shared with tenants at Taikoo Place.



Our team learn how grow crops at the urban farm

### Paris

Our Paris team was involved in the following recycling initiatives in 2022:

- **Les Joyeux Recycleurs** – collects recyclable plastic bottles, cans, coffee cups, used ground coffee, glass bottles, used masks, broken furniture or appliances and non-confidential paper
- **Les Bouchons d'Amours** – collects plastic bottle caps for recycling
- **Conibi** – recycles Canon equipment plus any type of batteries
- **Office Depot** – recycles our HP ink cartridges
- **Shred-it** – recycles our confidential documents

We also installed water fountains in our offices to prevent the use of plastic water bottles, and donated our Christmas trees to a woodcutter for the trunks and to goat and sheep farmers for the branches and needles.





It is fantastic to build on the great work many have already been doing on sustainability initiatives to create a new consolidated global programme for the firm through our 2024 Sustainability Plan. Sustainability links directly to our core values as a firm and our clear targets and commitments will hopefully help elevate sustainability to the same level of importance and integration in our firm's DNA that our wonderful pro bono and DEI programmes have achieved to date."



**Elle Todd**, Sustainability Partner



# Our ethics



Our Code of Conduct sets out our core values, our commitments to our clients and to each other, and how we conduct our business collectively and individually. ”



**Moya Burns**  
Risk Management/Ethics





### Our standards

Our Code of Conduct supplements the regulatory obligations and professional responsibilities which apply to us. Together, these principles guide us in all that we do. We have policies and procedures in place, and related training, to support all of us in complying with these values and standards.

We are committed to ensuring that everyone has the opportunity to raise any ethical issues they may encounter, and feels empowered to report concerns. We have a support framework in place so that our people, and those we do business with, are encouraged to flag concerns.

### Managing standards

In order to serve our clients well, protect our people and ensure that our business meets our standards, we have robust structures for business and risk management. These include our global risk team (a team of lawyers and advisers overseen by our chief legal officer), who support our personnel in complying with applicable laws and professional standards.

We have dedicated senior teams responsible for other areas of business risk, including IT security, business continuity, financial stability and accountability, and procurement. Our approach to risk management is overseen by our Audit Committee, a subcommittee of our Executive Committee. These structures underpin the commitments we have made and behaviours we expect, as set out in our Code of Conduct, and promote ethical business.



# Key contacts







If you would like more information on our Responsible Business programme and initiatives, please contact our team:



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## Key contacts

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Other Responsible Business committee members:



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