



RESPONSIBLE BUSINESS HIGHLIGHTS 2015



The DLA Piper Global Challenge team, at the summit of Mt Bwahit, Ethiopia

Over the course of 2015 the firm has achieved some amazing things – we are very proud and deeply grateful for the efforts of so many people who have contributed to our pro bono and community work and we are pleased to be recognising some of the most outstanding staff with Responsible Business Awards.

This brochure showcases some of our local and international projects, which many of you have been involved with. These are just the tip of the iceberg – you can find out more about our projects on Fusion and on the website.

Our firm was founded on a 'value and values' proposition. One of the most visible ways in which we demonstrate these values is through our pro bono and community initiatives. Everyone in the firm plays a part in these initiatives and by using our biggest asset – the extraordinarily talented people who work at the firm – we can leverage our strengths as a leading global business law firm to make a positive contribution to our local, regional and global communities.

Many of our commercial clients share our values, and partner with us on our pro bono and community initiatives. In 2015 we worked with over 30 commercial clients, including AIG, Atos, Aviva, Barclays, Coop Bank, GE, HPE, ITV, Lloyds, Pfizer, Royal Bank of Scotland, Sodexo, Verizon and Vodafone. Our commercial clients bring unique skills and perspectives to these collaborations, amplifying both the depth and reach of our initiatives.

This year we have rebranded from 'Corporate Responsibility' to 'Responsible Business' to better reflect DLA Piper's commitment to being responsible in everything we do. It's who we are and how we conduct ourselves every day, everywhere. The success and sustainability of our business is directly linked to the strength and success of our communities and by investing in these communities we are also investing in the future of our business and our clients.



This diagram represents our four areas of impact: Community, Workplace, Marketplace, and Environment. Within that are the key aspects of our work, all of which are underpinned by a high level of accountability and transparency.

This work continues to offer rich opportunities for collaboration and increased integration, as staff from offices all over the world work together on international projects. It also offers us new ways to add value and deepen our relationships with our clients. We look forward to doing even more over the coming year.

The Responsible Business Team, International

UNICEF UPDATE

In 2013 DLA Piper and UNICEF launched a ground-breaking partnership aimed at strengthening the protection of children around the world. To date, we have donated \$1 million to fund UNICEF projects and contributed \$3.5 million in pro bono hours. \$250,000 of this was raised by 39 colleagues from across the firm who took part in the UNICEF Global Challenge, trekking the Simien Mountains in Ethiopia.

A core element of our partnership is supporting a 'Justice for Children' project in Bangladesh, a key aim of which is to address the legal reforms necessary to align the country's legislation with international child rights standards. High levels of extreme poverty continue to push many children onto the streets, where they often get caught up in an inadequate and inappropriate justice system. The projects we support are helping to put in place the legal, social and organisational frameworks that will better protect these children.

Over 1700 children in Bangladesh have benefited from DLA Piper initiatives which better protect them from unnecessary conflict with the law and over 224 key professionals have been trained in juvenile justice and orientation of the 2013 Children's Act. We are contributing to a shift in culture and attitudes in Bangladesh about appropriate legal frameworks for children and how they should be better treated in society.



UNICEF SECONDMENT

ALISON ELLIOTT



Human rights lawyer Alison Elliott had been working as DLA Piper's UK Pro Bono Manager in London when the opportunity arose to return home to Sydney to take up a secondment with UNICEF Australia in 2015. She had recently completed a law reform project with UNICEF Bangladesh, working intensively for two weeks in Dhaka to help incorporate human rights protections into the newly established juvenile justice and child protection systems in Bangladesh.

"Working with UNICEF in Bangladesh was one of the highlights of my career to date," she said. "It was incredibly satisfying – both personally and professionally – to be using my legal skills to seek systemic reform to uphold the rights of children."

Over the course of her secondment she has worked on numerous parliamentary submissions, human rights analysis of bills before parliament and has contributed to an upcoming report to mark the 25th anniversary of Australia's ratification of the *Convention on the Rights of the Child*. Because of her valuable contribution to their work, Alison was offered a role with UNICEF Australia which she commenced at the end of February.

"It's been amazing to see the global partnership with UNICEF grow from inception to what it is today," she said. "I've been privileged to see firsthand what it is achieving for children throughout the world through UNICEF's work. In addition, I've seen how it can unify our people, make links between offices and provide fulfilling and interesting pro bono work."

“

A global partner with the legal expertise and global reach of DLA Piper is in a unique position to understand and make a vital contribution to support UNICEF's extremely ambitious but crucial objective of protecting all children ... We are also very grateful for your fundraising efforts that will help UNICEF to protect hundreds of children in Bangladesh through the creation of a child-friendly justice system.

– Lucy Scallan, Head of Partnership Development, UNICEF UK

”

RESPONSIBLE BUSINESS AWARDS 2015

The DLA Piper Responsible Business Awards recognise the efforts and achievements of our people and celebrate the contribution of our colleagues around the world who are doing exceptional pro bono and community work.

As a firm we have a long and proud history of supporting our local and global communities, and there are so many people around the world making a difference. Thank you all for everything you do.

With these awards, we want to thank and acknowledge those who have shown leadership in this area, who have strengthened the culture of pro bono and responsible business, and who have gone above and beyond to serve our pro bono clients and community partners.

CONGRATULATIONS TO ALL OUR RESPONSIBLE BUSINESS AWARD WINNERS!

INTERNATIONAL RESPONSIBLE ADVICE AWARD

Ruth Hoy and Emily Leach are joint winners of our International Responsible Advice Award for their article on social responsibility in the fashion industry.

The article outlined the importance of using healthy models in fashion shows and advertising campaigns, going beyond the letter of the law to ensure that not only do they meet the minimum standards on measures such as body mass index (BMI), but that they appear to the average consumer to be healthy.

Brands that are seen to be promoting unrealistic body shapes as the ideal face not only harsh penalties and fines from regulators, but also a potential social media backlash from anti-eating disorder campaigns.

The publication also features an article by Gurpreet Duhra on the UK's Modern Slavery Act called "5 Steps Toward Compliance for the Fashion Sector".

[Read the full article here.](#)



"Fashion Models – Crossing a Thin Line", featured in the December 2015 issue of DLA Piper's *Law à la mode*

PRO BONO TEAM AWARD

Congratulations to **Kate Payne, Max Ballard, Nigel Jones, Robert Walker, and Claire Goodby** from the **Leeds Pensions team** who have won the **International Pro Bono Team Award** for setting up their own pensions pro bono legal clinic.

The Pensions Advisory Service (TPAS) provides a free service in the UK to help individuals resolve disputes and complaints about pension arrangements. The team assists TPAS on a pro bono basis with complex cases that require the involvement of a legally trained volunteer, for financially disadvantaged or otherwise marginalised clients that could not otherwise afford assistance.

The team assists with cases covering a variety of issues from delays in paying transfers, annuity quotes or investment choices that have caused individuals loss.

More than 10 cases have now been resolved and the team have received excellent feedback from clients and TPAS. Given the success of this model, the clinic has recently been rolled out across the UK Pensions Group. The team has also been asked to speak to other organisations who are considering starting up their own TPAS pro bono clinic, including our CFG client Aviva.

PRO BONO OFFICE OF THE YEAR

The Brisbane Office has been recognised as a pro bono leader in the International firm, with all lawyers in the office providing pro bono legal advice. The Brisbane team lead our relationships with the Governments of Timor-Leste and Vanuatu and manage three ongoing clinics in partnership with QPILCH and the Prisoners' Legal Service. The entire Brisbane team are to be congratulated for this outstanding effort and wide reaching commitment to pro bono.

Special thanks go to pro bono coordinators Kate McKenzie and Elizabeth Clare and past coordinators Sarah-Jane Dobson and Kirstie Swainston, and to Jim Holding, Office Managing Partner, for his leadership and support of pro bono initiatives.



I am immensely proud that the Brisbane office has been recognised with this award. All of our lawyers, from Partners to Graduates, have contributed significant time and energy to our pro bono work, and it speaks highly of our values, culture and support for our community. I want to thank and congratulate every one of our staff for their hard work, and am confident this outstanding commitment will continue in the years ahead.

– Jim Holding, Office Managing Partner, Brisbane



Jim Holding, Brisbane Office Managing Partner (centre), was presented with the award by Australia Managing Partner John Weber (right) at a Responsible Business presentation by Pro Bono Director Cate Martin (centre left) and Community Engagement Manager Elise Williams (centre right). Codie Gippel (left) was recognised with a Community Coordinator Award.

ASIA PACIFIC

2015 has been a fantastic year for the Asia Pacific Pro Bono Practice. We have seen significant growth in engagement across the region, and are pleased to celebrate a growing pro bono culture across Asia.

Violence against women continues to be a focus area in both our community and pro bono work, and this year we launched a landmark report on the effect of gender discrimination on judicial sentencing in the Pacific following a detailed analysis by 35 lawyers of 900 sentencing decisions (see below). It is the first time that a qualitative study of this kind has been undertaken in the region. The report will be used by lawyers and NGOs to combat gender discrimination in the criminal justice system.





We also strengthened our pro bono relationship with our commercial client AIG to assist survivors of human trafficking to gain monetary redress for the crimes



committed against them. The project involved preparing and publishing a significant multijurisdictional research report on the statutory compensation schemes available to trafficking survivors in 17 countries around the world.

We organised 16 *Break Into Law* initiatives across the region, from high school careers workshops through to university internships, and increased our commitment to supporting Indigenous Australian students through the CareerTrackers program.

Asia Pacific staff raised close to USD \$100,000 for UNICEF in 2015, as well as supporting a range of regional, national and local organisations through fundraising events and workplace giving.

PRO BONO AWARDS – ASIA PACIFIC

	Ashley Bell Partner Hong Kong	Ashley's primary effort in 2015 was directed to teaching graduate students in South Africa about international trade and investment as part of a New Perimeter project. He continues to have a positive impact by supporting the students with their theses and is always looking for opportunities to instil the pro bono spirit and get junior lawyers involved in pro bono work.
	Elizabeth Cole Graduate Melbourne	Elizabeth recently managed to significantly reduce the compensation payable on behalf the first woman convicted for a defensive homicide offence in Victoria. Read the decision
	Allan Flick Solicitor Sydney	Allan took a leading role in managing a team of 80 lawyers from 25 offices to produce reports for our signature conservation initiative to help tackle the illegal wildlife trade . Allan is currently supervising two follow-up reports on ivory trade legislation – a global comparison of ivory regulation in Europe, Asia and Africa, and a more detailed analysis on ivory legislation recently enacted in Thailand as part of the country's push to combat ivory trafficking.
	Laura Groves Solicitor Perth	Laura successfully defended a mother of four, who is also a full time student and carer of a disabled son, in a debt action for monies allegedly loaned to her by a male friend in an attempt to manipulate and control her. Laura also had conduct of a coronial inquest into the death of a young Aboriginal man.

	<p>Scott McDonald Partner Sydney</p>	<p>Scott has been a longstanding, tireless advocate of pro bono work in the Sydney office. He is always willing to supervise pro bono matters to provide opportunities for junior lawyers to be involved and develop formative legal skills. Recently Scott has been advising the International Organization for Migration with an arbitration regarding a breach of contract.</p>
	<p>Keitaro Uzawa Associate Tokyo</p>	<p>Keitaro has been instrumental in a long term, confidential and complex case representing a refugee seeking asylum in Japan. He has worked through the administrative process at the immigration office level and is now working through the litigation process, going above and beyond to assist his client, including attending immigration with the client to ensure she is not detained when she applies for provisional release.</p>

VIOLENCE AGAINST WOMEN IN THE PACIFIC

In December 2015 Mark Huntington (Partner) and Emily Christie (Australian Pro Bono Associate) travelled to the Solomon Islands to present a report on violence against women and access to justice. The **report**, a groundbreaking study by DLA Piper lawyers on gender bias in sexual assault and domestic violence cases revealed that gender discrimination in Pacific Island court rooms has a significant effect on the sentences of perpetrators.

According to our research, gender discrimination affected the sentencing practices in over 50% of cases reviewed, leading on average to a 2-3 year reduction in sentence and a quadrupling of non-custodial sentences.

In the Pacific, more than two thirds of women and girls experience violence: twice that of the currently reported global average. Reporting rates are low and prosecution and conviction rates are even lower. Ensuring equal access to justice and non-discriminatory treatment before the law is an important element in combating gender based violence.

In the cases studied perpetrators were receiving lighter or suspended sentences because their wife had argued with them, because their wife had left them, or there was a rumour of infidelity. Sentences were reduced because

the families had performed a customary reconciliation ceremony, ceremonies which are imbued with those same gender power imbalances, failing to provide redress to the victim herself. In cases of sexual assault a victim's rapist would receive a lighter sentence simply because the victim was not a virgin at the time, was known to be of 'loose morals', failed to report the incident earlier or had been drinking with the defendant earlier that day. In many cases a sentence was suspended so the perpetrator could continue to financially support his family.

The report is the culmination of two years of work by over 35 DLA Piper lawyers from six different offices. Along with our client, the International Centre for Advocates Against Discrimination, we analysed sentencing decisions in 900 sexual and gender based violence decisions in the Pacific. The report was presented at the Pacific Island Law Officers Network annual conference, a meeting of dignitaries from over 15 Pacific island countries and observers from a number of international organisations.

The next step will be finding ways to combat such discrimination in the courts. To this end, a team from our Melbourne office is working to produce a training manual on medico-legal best practice for sexual assault cases.



Emily Christie and Mark Huntington with ICAAD co-founders Hansdeep Singh and Jaspreet Singh

A SAFE WAY HOME FOR QUEENSLAND PRISONERS

One of the key projects for the Brisbane office is the 'Safe Way Home' Project, a pro bono assistance program developed in partnership with the Prisoners' Legal Service in Queensland.




The project involves our volunteer lawyers assisting prisoners in Queensland, including Aboriginal and Torres Strait Islander, illiterate, non-English speaking or prisoners with a disability, to prepare written parole applications. The work helps to ensure that prisoners, regardless of their education levels, race or background, have equal access to a safer, more structured and supervised release into the community.

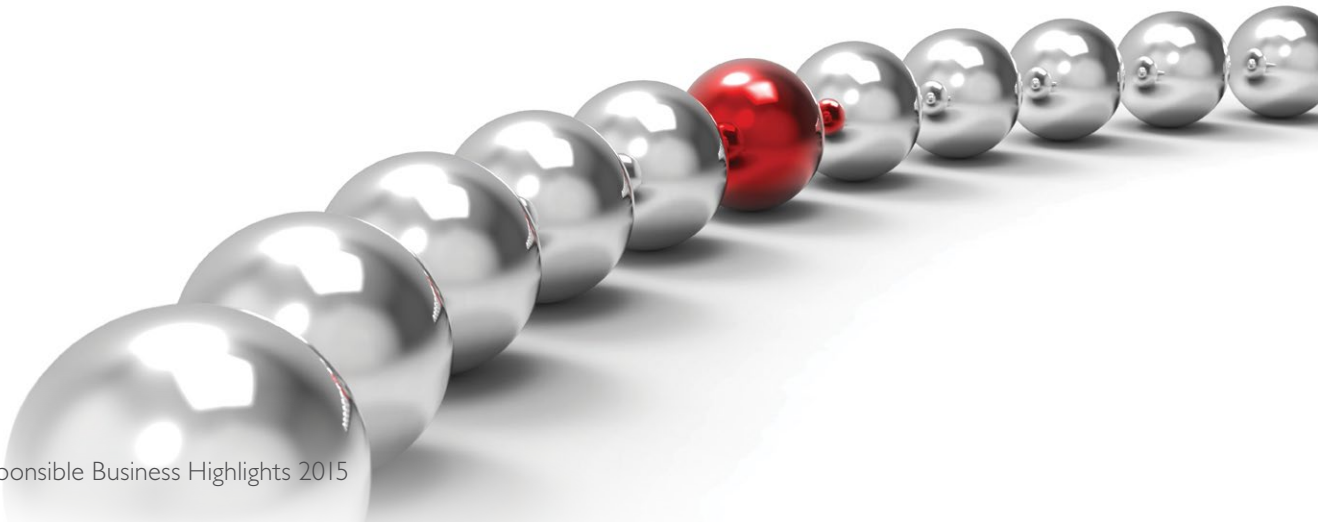
Among the thousands of prisoners who apply for parole in Queensland every year, a high proportion face huge difficulties when making an application due to low

literacy (around 50% of prisoners have not completed a Year 10 education). The proportion of Aboriginal and Torres Strait Islander people on parole is also much lower than that of the wider prison population, at 9.6% compared to 30%.

Over time our lawyers have come to appreciate how important the parole process is, not only in the lives of individual prisoners, but for society as a whole. Prisoners who serve a full term usually leave prison without supervision and have difficulty reintegrating back into society. This makes them more vulnerable to reoffending. Parole allows for prisoners to be released in a supervised manner where what they do, where they live and what employment they carry out is supervised, giving them a much greater chance of successfully reintegrating into society and living more positive lives.

COMMUNITY AWARDS – ASIA PACIFIC

	<p>Marsha Low BD Advisor Sydney</p>	<p>Marsha has been a dedicated member of the Sydney Community Committee for many years. She leads our partnership with a local primary school for special needs students. Marsha liaises with the school, organises social outings for the students and recruits volunteers to accompany them and spend time with them each week, as well as being one of the first to put up her hand when an extra person is needed for any event or program in the office.</p>
	<p>Naomi Miller Special Counsel Melbourne</p>	<p>Naomi did an exceptional job of organising a <i>Break Into Law</i> workshop for high school students in collaboration with The Smith Family and CFG client IAG in 2015. She ensured the program ran smoothly for the students, The Smith Family's staff and all IAG participants, and even came in on her day off to complete the workshop. She showed great commitment to the success of the workshop and DLA staff participants.</p>
	<p>Brodie Williams Solicitor Canberra</p>	<p>Brodie was a late addition to the UNICEF Global Challenge team, but what she lacked in time she made up for in enthusiasm. Brodie raised almost AU \$7,000 in record time, drawing on friends and contacts to host an amazing fashion show fundraiser in the Canberra office. Brodie also raised the profile of the firm's partnership with UNICEF with clients and media. Brodie has recently taken on the role of pro bono coordinator for Canberra.</p>



ON THE RIGHT TRACK

DLA Piper Australia is one of many Australian businesses that has a Reconciliation Action Plan (RAP) – a public plan that outlines the practical actions we as a firm are taking to promote reconciliation and help ‘close the gap’ between Indigenous and non-Indigenous Australians. Our first RAP was launched in 2012 and we are now preparing to launch a new one, strengthening our commitments and increasing our engagement with Aboriginal and Torres Strait Islander peoples.

As part of the RAP (and also *Break Into Law*) we are proud supporters of the CareerTrackers Indigenous internship program, and recently hosted interns in our Brisbane, Sydney and Melbourne offices. The program offers Indigenous university students the opportunity to spend up to 12 weeks in businesses around Australia in order to gain valuable skills and work experience, build their confidence in the corporate environment, and

use what they’ve learned to help them succeed in their studies and future careers.

Our Brisbane intern, Mollie O’Connor, has been working as a paralegal in Brisbane one day per week since 2014, but being in the office five days a week was a different experience. The internship offered an insight into the world of full-time work in a law firm, moving from theory into practice.

She spent some time in Litigation – booking witnesses for a trial, helping with briefs, and going to court – and then in Corporate – doing research and assisting on a franchise agreement, all of which was eye-opening and has motivated her to continue her studies. Her aim is to work in native title and environmental law, and to explore the possibilities of constitutional recognition and treaties with Australia’s First Peoples. Being part of the CareerTrackers program has also shown her how much she has to offer.



I’ve been very lucky to have had the education I’ve had, and to be involved in such an amazing program. It’s inspired me to use my skills and education to help my people, and to help other Aboriginal people who don’t have the opportunities that I’ve been given.

There are also benefits for firms like DLA Piper in being part of the program. Not only are you contributing to the life and career of an individual, but having Indigenous students coming in and sharing their own culture, stories and experiences can be really valuable. It’s been great for me to be able to share that with my team and with the firm.



– Mollie O’Connor, Brisbane



Mollie O’Connor, centre, with fellow DLA Piper interns Naomi Synott and James Aird at the CareerTrackers Gala Dinner

COORDINATOR AWARDS – ASIA PACIFIC

PRO BONO



Jimmy Chatsuthiphan
Senior Associate
Bangkok

Jimmy is an outstanding Pro Bono coordinator who goes above and beyond in his role. Jimmy seamlessly manages pro bono referrals in the Bangkok office, ensuring an even spread of work and creating new opportunities for involvement.

COMMUNITY



Codie Gippel
Solicitor
Brisbane

Codie became Community Coordinator for Brisbane in 2015 as a graduate and brought a huge amount of enthusiasm and energy to the role. She worked with national education charity The Smith Family to implement a new *Break Into Law* workshop and has organised several successful fundraising events for UNICEF and other local partners.

“THE LAW IS A POWERFUL TOOL TO EFFECT REAL CHANGE IN THIS WORLD”

Bangkok Senior Associate Jimmy Chatsuthiphan has been a passionate pro bono and community champion for many years, and this year has been recognised with the Pro Bono Coordinator Award for Asia Pacific.

“For the past four years, I have been living and working in Thailand. As a Pro Bono Coordinator in our firm’s Bangkok office, I have managed a wide array of projects in an area of the world in which human rights issues are unfortunately abundant. I am most passionate about the fight against human trafficking in Southeast Asia, and have devoted substantial time to Project Issara, an organisation using cutting-edge techniques and strategies to research and fight human trafficking, focusing on getting cooperation from suppliers and on educating the police and the government. We have been providing them with legal advice, on the ground support and assistance in developing training workshops. I have also recently been working with our global client, AIG, and the global legal foundation of Thomson Reuters, TrustLaw, to prepare a global report on options for human trafficking victims to pursue monetary compensation in jurisdictions around the world.

“In my view, corporate responsibility and community volunteerism go hand-in-hand with pro bono work and are equally important. I serve as an appointed member of the ICC Thailand Corporate Responsibility & Anti-Corruption Commission, and as a mock judge or arbitrator for local and international moot court competitions. One of my proudest achievements was to conceptualise and facilitate a ground-breaking global collaboration between our client, LINE Corp, and UNICEF, in which UNICEF-themed stickers are now offered for sale worldwide on LINE’s popular mobile chat app. This tie-up has resulted in a minimum donation of USD \$3 million from LINE Corp to UNICEF over three years.”



Get involved. Our clients care about the communities in which they do business and they expect the same from our firm. I encourage you to venture out of your comfort zone and to use the DLA Piper pro bono program to challenge yourself in a new area of law. It may end up being one of the most rewarding experiences of your legal career.

– Jimmy Chatsuthiphan, Bangkok









EUROPE AND MIDDLE EAST




Our EME offices have continued to make an excellent contribution to the firm's pro bono and community work in 2015. Our UK and Middle East practices remain very strong, and the pro bono movement is growing daily across Continental Europe. Across the EME region our lawyers have provided pro bono assistance to local, national and global initiatives, including free legal advice and support to a range of charities and non-profits, substantial comparative research reports for a number of international NGOs, and engagement with the UN system. Given the current refugee crisis, we have focussed on developing our program to support refugees, asylum seekers and stateless people.

Staff from across EME have also continued to support our *Break Into Law* initiatives, with over 1,000 staff participating in 75 programs and events benefiting thousands of young people in 2015. As well as our continuing support for UNICEF, our global charity partner, we have also contributed to many other local charity partners through awareness raising and fundraising initiatives.

PRO BONO AWARDS – EUROPE AND MIDDLE EAST

	Lara Bander Legal Consultant Dubai	Laura consistently takes the initiative and has contributed to a wide range of projects. She has provided advice on birth registration, refugee issues, economic regulations and child domestic worker rights.
	Paula Corban Counsel Bucharest	Paula formed the Corporate Responsibility Committee in Romania as a new member of the firm and has been leading it since. Paula is an invaluable member of the pro bono network in Europe and leads our Schools for All project.
	Linos Choo Partner London	Linos Choo is leading our support for the transport industry sector's efforts to combat the illegal trade of wildlife. Linos is a member of the Transport Industry Taskforce, and he and his team have provided much-needed guidance to the group.
	Ilaria Curti Associate Rome	As the most active member of the Italian Responsible Business Committee, Ilaria leads the "Statelessness Legal Clinic" project established with the Italian Refugee Council to help stateless people gain access to recognition. The project is a part of our Refugee Signature Project which won the 2015 PILnet Pro Bono Forum Award.
	Jennifer Deakin Senior Associate Leeds	Jennifer has shown outstanding commitment to the Manuel Bravo Project, acting as the office's lead coordinator for the project. Under her stewardship the project has gone from strength to strength, and the office has significantly increased the number of people that it is able to assist.
	Laura Ford Senior Associate Birmingham	Laura helps to manage the BLAC clinic in Birmingham and plays an important role supervising and encouraging the junior lawyers. She is always responsive to requests for assistance, particularly those that are urgent.

	Michelle Hincks Trainee Manchester	When working on the Myanmar illegal wildlife trade report Michelle obtained at the eleventh hour a translation of an elusive but key piece of legislation that had never been published outside of Myanmar. It highlighted some significant issues in Myanmar's laws, leading United for Wildlife to prioritize Myanmar in its reform efforts.
	Daniel Jones Trainee London	Daniel has enthusiastically participated in a number of pro bono projects this year, including attending both Southwark and St Hilda's legal clinics and providing research for Refugee Action, United for Wildlife, UNICEF and the Centre for Reproductive Rights. He is always willing to put his hand up to help on a wide range of pro bono matters, and his work is of an exceptional standard.
	Monika Leszko Associate Warsaw	Monika provides extensive support for our refugee signature project and has approached a number of NGOs to set up meetings, participated in conferences and brought in matters successfully, generating opportunities for others to participate.
	Johan Mouraux Partner Brussels	Johan oversees pro bono projects for Belgium and has actively taken on matters and generated new opportunities for work. He is a fantastic advocate for pro bono work, and his leadership has been instrumental in the growth of the practice in Belgium.
	Caragh Nimmo Trainee Edinburgh	The number of projects that Caragh has been involved in is a testament to her enthusiasm for improving the world around her. She has worked on a range of issues, researching issues ranging from child marriage and human trafficking to animal protection and helping to develop a toolkit on the Human Rights Act.
	Richard Obank Partner Leeds	As lead partner on the United for Wildlife conservation partnership Richard has guided a team of 80 lawyers from 25 of our global offices to produce a report entitled "Empty Threat 2015: Does the law combat illegal wildlife trade? A review of legislative and judicial approaches in fifteen jurisdictions". He also presented the report to the Duke of Cambridge, Prince William, as part of a wider debate about tacking the illegal wildlife trade, in particular the potential for banning the ivory trade in Geneva.
	Hannah O'Donovan Trainee Liverpool	Hannah is a keen supporter of pro bono and has developed her knowledge and skills by working on a range of pro bono matters by assisting social entrepreneurs, refugees and supporting UN implementation mechanisms.
	Petr Samec Senior Associate Prague	Petr is an outstanding Pro Bono Co ordinator who enthusiastically gets involved in all of the Prague office's pro bono work. Petr encourages others to do pro bono work and has left his mark on a variety of international and domestic projects.
	Séréna Salem Associate Paris	Séréna worked diligently to mentor students from the University of St Joseph in Beirut for the Vis Moot Court, giving her time, skills and experience to bring out the full potential of these students. She also was involved in a number of other pro bono matters and presented on <i>Break into Law</i> to students in Romania. Serena is very active in the pro bono scene in Paris and the quality of her pro bono work is of a consistently high standard.
	Daniel Sharma Partner Munich	Daniel has made a big impact on the firm's pro bono practice by initiating and cultivating our relationship with UNHCR. This connection has resulted in high profile, international pro bono work and has opened up a vast array of international pro bono opportunities for the rest of the firm. Daniel has worked tirelessly to support the mandate of the UNHCR by providing them with training and corporate support.

	Elinor Thomas Senior Associate London	Elinor has been involved in a range of projects, from local advice clinics to New Perimeter projects. She has led on a research project for Integrity Watch to provide a comparative overview of transparency in court proceedings. She is also leading on two cases for the Coram Children's project, assisting a 10-year-old boy and an 18-year-old girl to secure citizenship.
	Claudine Vartian Partner Vienna	Claudine is an exceptional leader in championing the Responsible Business message in the Vienna office. She initiates contact with a number of high profile NGOs, motivates her team to take up pro bono work and is leading the way for pro bono in Austrian law firms.
	Elen Williams Associate Sheffield	Elen has made an outstanding contribution and assisted a number of local and national charities with their corporate, licensing and sponsorship needs.

ACCESS TO JUSTICE IN THE UK

The escalating access to justice crisis in the UK has seen over £350 million cut from legal aid and a 75% reduction in access to legal representation.

DLA Piper provides advice and representation to vulnerable individuals through our network of 13 legal clinics across our seven UK offices where, under the supervision of our specialist partner organisations, we assist in a number of areas of law including welfare benefits, housing and immigration. We also work to empower local communities to tackle the issues they face and have the confidence to engage with the legal system themselves through legal education, information and skills sessions.

One individual who has benefited from the program is Rachel*, a ten-year-old girl who was born in the UK to a single mother with an irregular immigration status. Rachel had lived all of her life in the UK, but her mother had not yet registered her as a British citizen. This meant she would have had great difficulties as she grew up, not just in obtaining a passport but also gaining full access to healthcare, higher education, career opportunities and the right to vote. Rachel was referred to our Coram Children's Nationality Clinic, a specialised end-to-end clinic based in London, where our lawyers assisted with her nationality application. This was successful, and being registered now enables Rachel to now enjoy all the rights and entitlements that citizenship affords, and also ensures a stronger basis on which her mother can also attain citizenship and continue to remain with her in the UK.

Another is Jack*, an eleven-year-old boy with severe profound bilateral sensori-neural hearing loss who had recently had his Disability Living Allowance (DLA) withdrawn. Jack was referred to the new legal clinic we set up in partnership with the National Deaf Children's Society, where we provide legal support and representation to the families of children with hearing loss who have had their DLA refused or withdrawn. Our lawyers interviewed the parents of the children, collected evidence from a range of sources including audiologists, schools and local authorities, and then drafted an appeal tribunal submission. The Tribunal made an immediate decision to reinstate Jack's DLA at the full level applied for, for a period of three years. He can now receive the proper care he needs to develop and thrive.

* names changed for privacy reasons

UPHOLDING THE RIGHTS OF REFUGEES, ASYLUM SEEKERS AND STATELESS PEOPLE

The UN High Commissioner for Refugees (UNHCR) has recognised that worldwide displacement is at an all-time high due to conflict and persecution. In response DLA Piper developed a US and Europe-wide pro bono project to address the complex legal issues facing these extremely vulnerable individuals. In 2015 our work was recognised with the prestigious European Award for Partnership in the Public Interest by PILnet, a global network for public interest law, in recognition of this work.

To date there have been:

- 180 volunteer lawyers from 18 DLA Piper offices across Europe
- 175 vulnerable individuals and 10 NGOs supported
- Work completed in 11 countries

LEGAL CLINICS

We have established a suite of legal clinics to assist asylum seekers and refugees, involving lawyers of all levels – from Chief Managing Partner to trainee. Through these clinics, our lawyers meet with vulnerable individuals, work with them to obtain evidence to support their claims, draft the necessary applications, and provide representation at hearings. In the UK, we work with a number of specialist organizations to provide advice on issues such as unlawful detention and immigration, and have also recently partnered with Coram Children’s Legal Centre to set up an innovative end-to-end clinic advising on children’s nationality applications.

STRATEGIC LITIGATION

In 2015 three lawyers in our Paris office assisted in clarifying the law in France on the concept of “internal flight alternatives” under the 1951 Convention relating to the Status of Refugees. Working with a Supreme Court counsel, they represented an asylum seeker who fled her country because of domestic violence. They successfully argued that the French administrative authorities had failed to consider “internal flight alternatives” in their decision to deport the individual. This is the first decision of its kind and it is one that will have wider ramifications for refugee law in France.

CAPACITY BUILDING







Our lawyers across Europe support UNHCR, NGOs and civil and human rights organisations that seek to educate, advocate or litigate against structural discrimination affecting refugees and asylum seekers throughout the region. In addition to providing a full-time secondee to UNHCR for six months, legal teams from our offices in Austria, Belgium, Germany, Hungary, Poland and the UK have assisted the European Council on Refugees and Exiles to summarise leading asylum decisions in Europe. DLA Piper lawyers have also partnered with UK charity Refugee Action to produce a comparative report on the legal frameworks relating to refugees in 16 countries around the world.



UNHCR/F.Malavolta

Asylum seekers like Amin, Hanan and their three children are among the millions who have arrived in Europe, fleeing the war in Syria

COMMUNITY AWARDS – EUROPE AND MIDDLE EAST

	Simone Bookbinder Executive Assistant Leeds	Simone has been coordinating the Right to Read Scheme in Leeds for 11 years and supporting the Give and Gain day in partnership with Business in the Community for many years.
	Anita Brunst Legal Director Manchester	Since 2008, Anita has been heavily involved with the Salford Foundation, a key partner for our <i>Break into Law</i> program in the UK. Annually Anita attends and helps organise a wide variety of events at local schools, for example Spanish enterprise days, careers fairs, and mock interview days.
	Laura Cashmore Senior Associate Birmingham	Laura was late to join the Global Challenge team but managed to achieve her target in record time. Laura has used her position as a Birmingham Young Professional of the Year to build a relationship with Birmingham Met and organised a <i>Break into Law</i> event for the young people at the Met. Laura is also part of the Birmingham Future Mentoring Scheme.
	Petra Gruber HR Manager Vienna	Petra goes the extra mile to recruit and involve our partners and staff in Break into Law and UNICEF activities in Vienna. She embodies the values of being a Responsible Business and acts as a key ambassador for Community Engagement.
	Emily Goodwin Associate Sheffield	Emily co-ordinated the Cathedral Archer project in Sheffield, one of the most loved programs in that office. Emily also supported the work experience week and the Year 11 Business Day with local school partner, Handsworth Grange Community Sports College.
	Laura Harris HR Advisor Dubai	Laura is a particularly active Community participant in Dubai – she gives her time and energy to a number of different volunteering projects in the region and has created new opportunities for staff engagement and encouraged others to get involved. Laura also showed a high level of commitment to the UNICEF global challenge, exceeding her fundraising target in a challenging environment.
	Bethan Lloyd Associate London	Bethan supports all charity initiatives in the London office and coordinated the ‘Great DLA Piper Bake Off’ in support of our local charity partner, NSPCC. Bethan also helped create workshop materials for our work experience events and regularly supports <i>Break into Law</i> initiatives.
	Afet Nurullayeva HR Manager Moscow	Afet works regularly with students to further develop our relationship with ELSA, specifically through coordinating the Russian Legal Ethics Course in partnership with White and Case and PILnet. She is instrumental to this project, bringing together students from across Russia to learn about legal ethics. She goes above and beyond her duties as HR Manager to act as the Community Coordinator and ambassador for Community Engagement in Moscow.
	Laura Smit Associate Amsterdam	Laura developed and implemented new <i>Break Into Law</i> projects in Amsterdam, leading our relationship with ELSA for the office. These included career insights days and moot court support. Laura was also able to export one of her <i>Break into Law</i> projects to be implemented in Belgium, effectively sharing best practice.
	Oliver Tenzer Trainee London	Oliver has taken a lead role in organising our Work Experience programme in London and was a mentor for a local mentoring scheme. Ollie is a regular contributor to volunteering activities and supported the UNICEF triathlon.
	Ferenc Venczl Office Manager Budapest	Ferenc has been successfully running a number of <i>Break into Law</i> projects in Hungary such as career insight open days, legal seminars and legal competitions for law students. He also ensured the smooth running of a number of successful UNICEF fundraising activities. His enthusiasm in bringing people together to support the same goal is the key to his success.

TRAINING LAWYERS IN LEBANON

As a global business law firm, one of the most important ways that we contribute to our communities is by transferring knowledge and expertise on a pro bono basis. To this end, every year since 2012 DLA Piper has facilitated two day long workshops in Lebanon to provide practical skills to the next generation of Arab lawyers. The workshops are run through the Beirut Bar Association (BBA), with lawyers from across our offices in the Middle East preparing the materials and facilitating the sessions. The first day covers legal drafting and the second negotiation, with both sessions focused on corporate and financial transactions. The workshops include a range of practical exercises for participants to encourage learning by doing.



In 2014 and again in 2016, I was privileged to be a key member of a DLA Piper team that provided training courses and workshops in collaboration with the BBA.

DLA Piper has worked with the BBA for the last five years in preparing training on some of the core legal skills that play an important part in the day-to-day work of a practising lawyer. We covered skills which are relevant at all law firms such as negotiation skills and English legal drafting. The attendees ranged from law students looking to embark on their legal careers through to more experienced lawyers, all with a common interest in learning more about the skills which have helped us to develop as lawyers in a global business law firm environment.

It was a fantastic experience and one that allowed me to use my own knowledge from working as a lawyer for nearly 15 years in order to help others. The questions and level of interaction from the attendees was impressive; many were quick to recognise the role that these skills can also play in everyday life. A number of the attendees were familiar only with working in Arabic or French, and were therefore very keen to look more closely at the English language side of these skills.

The BBA workshops also helped me to better understand some of the challenges that lawyers can face in developing post-conflict countries, and how valuable a program like *Break into Law* can be for lawyers looking to build a career either in that market or outside.




– Paul McViety, Legal Director, Dubai






Caption: DLA Piper is working with the Beirut Bar Association to train the next generation of Arab Lawyers

COORDINATOR AWARDS – EUROPE AND MIDDLE EAST

PRO BONO

	<p>Chantal Herberstein Associate Vienna</p>	<p>Chantal stands out as an amazing Pro Bono Coordinator who has grown the firm's pro bono practice and reputation. Chantal is a pro bono champion for her office and has supported and encouraged her colleagues to undertake pro bono work. Chantal has also promoted community engagement by participating in the UNICEF cycle challenge.</p>
	<p>Bart Koolhaas Partner Amsterdam</p>	<p>Bart is a tireless supporter of Pro Bono in Amsterdam. Bart's leadership and hands-on approach in promoting pro bono and community engagement has ensured we have participated in prestigious projects with major UN agencies and leading NGOs.</p>
	<p>James Moss Associate Manchester</p>	<p>In addition to being the Pro Bono Coordinator James also regularly takes on matters. This year he has conducted legal research on the legal environment for NGOs for the ABA Center for Human Rights and the United Nations Special Rapporteur on the rights to freedom of peaceful assembly and of association. James' dedication and commitment to pro bono is impressive and an inspiration to others.</p>

COMMUNITY

	<p>Leen Abu Tawila Facilities Team Leader Abu Dhabi</p>	<p>Leen was instrumental in the implementation of the 2014 Europe and Middle East Cycle Challenge. She has developed a keen interest in expanding her commitment to Responsible Business and has continued to be a fantastic support to the team in 2015.</p>
	<p>Rowena Crew Associate London</p>	<p>Rowena has been a Community Coordinator in the London office for a year and has been a lead coordinator on a local mentoring scheme. Rowena supports a variety of <i>Break into Law</i> and UNICEF initiatives and contributes a great deal to the London Community team.</p>
	<p>Danny Frank IT Administrator Leeds</p>	<p>Danny is a Community Co-Coordinator for the Leeds office, supporting various initiatives and leading on several work placements in the IT department as well as supporting fundraising for UNICEF. Danny is a proactive and encourages the whole office to participate in community programs.</p>

THE LEGAL SOCIAL MOBILITY PARTNERSHIP

The Legal Social Mobility Partnership (LSMP) adds a layer to our PRIME Work Experience programme which is aimed at students between 16 and 18 years of age.

Work Experience is one of the pillars of our *Break into Law* program and in the UK we offer over 50 places each year across the country to students who would not otherwise have this opportunity. We host students and facilitate a week of interactive workshops designed to develop students' business acumen and confidence.

THE LSMP gives these same students another week in which they tour commercial organisations, our clients, led by in-house legal teams. In 2015 we trialled this program in partnership with three other law firms and introduced our client Coop Bank to the scheme. It was such a success that we will be rolling it out in Birmingham, Leeds and Manchester in 2016.

This program provides a perfect opportunity for the students to continue their growth and development and also for us to work closely with clients on meaningful community volunteering programs.

“

I have been actively involved in the various mentoring, work experience and careers programs DLA Piper offers through *Break Into Law*. Working with teenagers can be really rewarding, and it is great to redress some of the misconceptions associated with careers in the law.

It has been fantastic working on programs where the focus for students is not just on the traditional university route, but also on all the other exciting roles available in a law firm that don't necessarily require a degree. I think against the current backdrop of higher student debt, graduate unemployment and the diverse socio-economic background of the students we work with, these are really important messages.

Many of our clients look to us to help with their own corporate responsibility requirements, and it is a real selling point for the firm that not only are we able to mirror this commitment, but we also offer unique opportunities to involve them directly in our own programs. I have participated in a couple of joint activities with Barclays and RBS, for example, which have been a great way to meet and interact with a range of people from different teams within the banks. I wouldn't otherwise have met these clients, and working with them in a less formal environment has been a great way to forge relationships.

– Bethan Lloyd, Associate, London

”



OUR ENVIRONMENT

DLA Piper strives to be a leader in environmental sustainability. We undertake initiatives to reduce our own operational environmental impact and provide advice and support to our clients – both in managing their own environmental impacts and assessing and responding to climate-related risks and opportunities. In the past 12 months the firm has made an increasingly active contribution to international climate policy discussions and the development of and investment in low-carbon technology and infrastructure.

In 2015 we also significantly surpassed our own three-year impact reduction targets and set new 2018 targets for our key impact areas. We were re-examined and certified to ISO 14001, the international standard for environmental management, which we have now held for eight years. We are one of very few global law firms to achieve worldwide certification to the standard.

OUR ENVIRONMENTAL FOOTPRINT – KEY GOALS

	ACHIEVEMENTS 2015	TARGETS 2016
Travel	28% increase in the number of Telepresence/video conferences between 2013-2015.	Further increase the firm's use of IT communications systems as an alternative to travel. Implement a new carbon offsetting programme to offset all air-travel emissions.
Energy	Reduced energy consumption by 15%. Increased green energy procurement to 24 offices (where green energy is available).	Further reduce energy consumption in line with new 3-year target of an additional 10% reduction by 2018 (total reduction of 25% on 2012 levels). Increase number of offices using green energy on a year on year basis.
Waste	Reduced use of paper by 13% from 2012. Carried out recycling of: <ul style="list-style-type: none"> ■ Paper in 99% of our offices +2% on 2014. ■ cartridges in 96% of our offices = 2014 level. ■ Plastic & glass bottles in 94% of our offices +1% on 2014. ■ Cardboard 94% of our offices = 2014 level. 	Further reduce paper consumption in line with new 3-year target of an additional 7% reduction by 2018 (total reduction of 20% on 2012 levels). Increase the level of recycling taking place across our global offices.
Procurement	Supplier Portal now captures performance data from key strategic suppliers enabling us to collate detailed and consistent information on sustainability performance.	Appraise suppliers' sustainability performance and identify key areas for engagement and improvement. Proactively consult with key suppliers on sustainability metrics. Further roll out of Supplier Portal across key suppliers.

RESPONSIBLE BUSINESS CONTACTS

A very big thank you to all the Pro Bono Coordinators, Community Coordinators, and Partner Champions in each of our offices. The entire Responsible Business team is deeply grateful for the work you do on a daily basis to enable others to be involved in this work – we couldn't do it without you!

ASIA PACIFIC

OFFICE	PRO BONO COORDINATORS	COMMUNITY COORDINATORS	PARTNER CHAMPIONS
Bangkok	Akeviboon Rungreunghanya Mohammed Hakim		
Beijing	Windson Li Johnny Choi		
Brisbane	Elizabeth Clare Kate McKenzie	Codie Gippel	Paul Baxter Sophie Devitt
Canberra	Brodie Williams	Daniella Hammond	Caroline Atkins
Hong Kong	Farrah Saleem Jennifer Wu		
Melbourne	Sarah Horan Jane Coventry	Nicole Hogan Valeria Traficante	David Leggatt Rick Catanzariti
Perth	Alyson Eather Olivia Loxley	Lucille Dockery	Richard Edwards Cameron Maclean
Seoul			Daniel Lee
Shanghai	Alan Wang Richard Dong Cao		
Singapore	Nisha Menon Katherine Chew		
Sydney	Lauren Crossman Harriet Johnston		Brett Feltham Scott McDonald
Tokyo	Bryan Dunn Shotaro Maruyama		

* Group firms

EUROPE AND MIDDLE EAST

COUNTRY/OFFICE	PRO BONO COORDINATORS	COMMUNITY COORDINATORS	PARTNER CHAMPIONS
Austria	Chantal Herberstein Carolin Seifriedsberger	Petra Gruber	Claudine Vartian
Belgium	Julie De Bruyn Kim Van Vaerenbergh	Julie De Bruyn Kim Van Vaerenbergh	Johan Moraux
Czech Republic	Petr Dusek	Petr Samec	
France	Charles de Raignac	Mathilde Hallé Franck-Olivier Janssens	
Germany	Tom Brägelmann Matthias Graumann Marcus Kamp Katalin Legradi Kathrin Schlote Cristina Helena Villafrade Lu Zhang		
Georgia	Mariam Kochlavashvili	Mariam Kochlavashvili	Otar Kipshidze
Hungary	Zoltan Kozma	Ferenc Venczl	Monika Horvath
Italy	Ilaria Curti	Claudia Barbarano	Giulio Maroncelli
Luxembourg	Catherine Pogorzelski	Catherine Pogorzelski	Catherine Pogorzelski
Netherlands	Jasper de Bok Frank Van De Wakker	Helene Bogaard Bart Koolhaas Laura Smit	Hélène Bogaard Bart Koolhaas
Poland	Magdalena Nasilowska	Agnieszka Jankowska	Marta Frackowiak
Romania	Paula Corban	Monica Zilberman	Marian Dinu
Russia	Maria Shevchenko	Afet Nurullayeva	Anna Otkina
Slovakia	Daniela Koncierova	Hedviga Zajicova	Michaela Stessl
Spain	Ines Chamarro	Diego Ramos	Diego Ramos
Ukraine	Stepanyda Badovska	Oksana Buchatska	Svitlana Musienko
United Kingdom			
Birmingham	Amber Nixon	Laura Howard	Gareth Stokes Fiona Thomson
Edinburgh	Gavin Deeprose	Kim Meikle	Callum Sinclair
London	Ayisha Adedeji Jeremy Andrews Will Deeprose Jess Hogan Kelly Lovegrove Patrick Mitchell Maria Pereira Laura Wright	Rowena Crew Robert Chidley	Tim Clement-Jones
Leeds	Jane Hannon	Suzi Delahunty Danny Frank	Mark Vipan
Liverpool	Anthony Gilbert	Joanne Dickinson	Richard Thompson
Manchester	James Moss	Helen Whatmough	Ben Johnson Stephen Jones
Sheffield	Mick Lawlor Gemma O'Boyle	Rose Ward	Roger Gough

For more information on DLA Piper's Responsible Business Practice contact:



Nicolas Patrick

Partner, Head of Responsible Business

T +44 207 796 6560

M +44 7968 558658

nicolas.patrick@dlapiper.com



Michelle Milnes

Head of Stakeholder Engagement,
Responsible Business

T +44 207 153 7340

M +44 7841 206388

michelle.milnes@dlapiper.com



Claire Donse

Head of Pro Bono, International

T +33 140 152 429

M +33 698 445 295

claire.donse@dlapiper.com

www.dlapiper.com

DLA Piper is a global law firm operating through various separate and distinct legal entities.

Further details of these entities can be found at www.dlapiper.com.

This publication is intended as a general overview and discussion of the subjects dealt with, and does not create a lawyer-client relationship. It is not intended to be, and should not be used as, a substitute for taking legal advice in any specific situation. DLA Piper will accept no responsibility for any actions taken or not taken on the basis of this publication. This may qualify as "Lawyer Advertising" requiring notice in some jurisdictions. Prior results do not guarantee a similar outcome.

Copyright © 2016 DLA Piper. All rights reserved. | JUN16 | 3090216