

Sustainability and Impact Report

FY23/24





Contents

About this report

- 4 Welcome
- 5 Message from our Managing Partner and Senior Partner
- 6 Progress
- 7 About us

Our approach

- 10 Governance structure
- 11 Measuring impact and reporting frameworks
- 12 Awards and recognition
- 13 United Nations Sustainable Development Goals
- 14 Our responsible business strategy
- 15 Materiality: creating impact for our stakeholders

Our business



- 17 Highlights / next steps / long term goals
- 18 Human rights, ethics and integrity
- 20 Enterprise risk management
- 22 Technology and innovation

Our communities



- 37 Highlights / next steps / long term goals
- 38 Pro bono
- 41 Community impact
- 42 The Simmons & Simmons Charitable Foundation

Further information and glossary

- 53 Key data: our people
- 54 Glossary

Our people



- 27 Highlights / next steps / long term goals
- 28 Wellbeing
- 29 Diversity, equity, and inclusion
- 34 Life at Simmons

Our planet



- 45 Highlights / next steps / long term goals
- 46 Climate change
- 51 Climate innovation (GreenTech fund)

Navigating this document

Throughout this report we will flag where you can find out more information.

Page Link ↓

If you see the icon above, it will take you to the relevant place within this document.

Website Link ↗

If you see the icon above, it will take you to the relevant page on our website.

About this report

4 Welcome

5 Message from our Managing Partner
and Senior Partner

6 Progress

7 About us



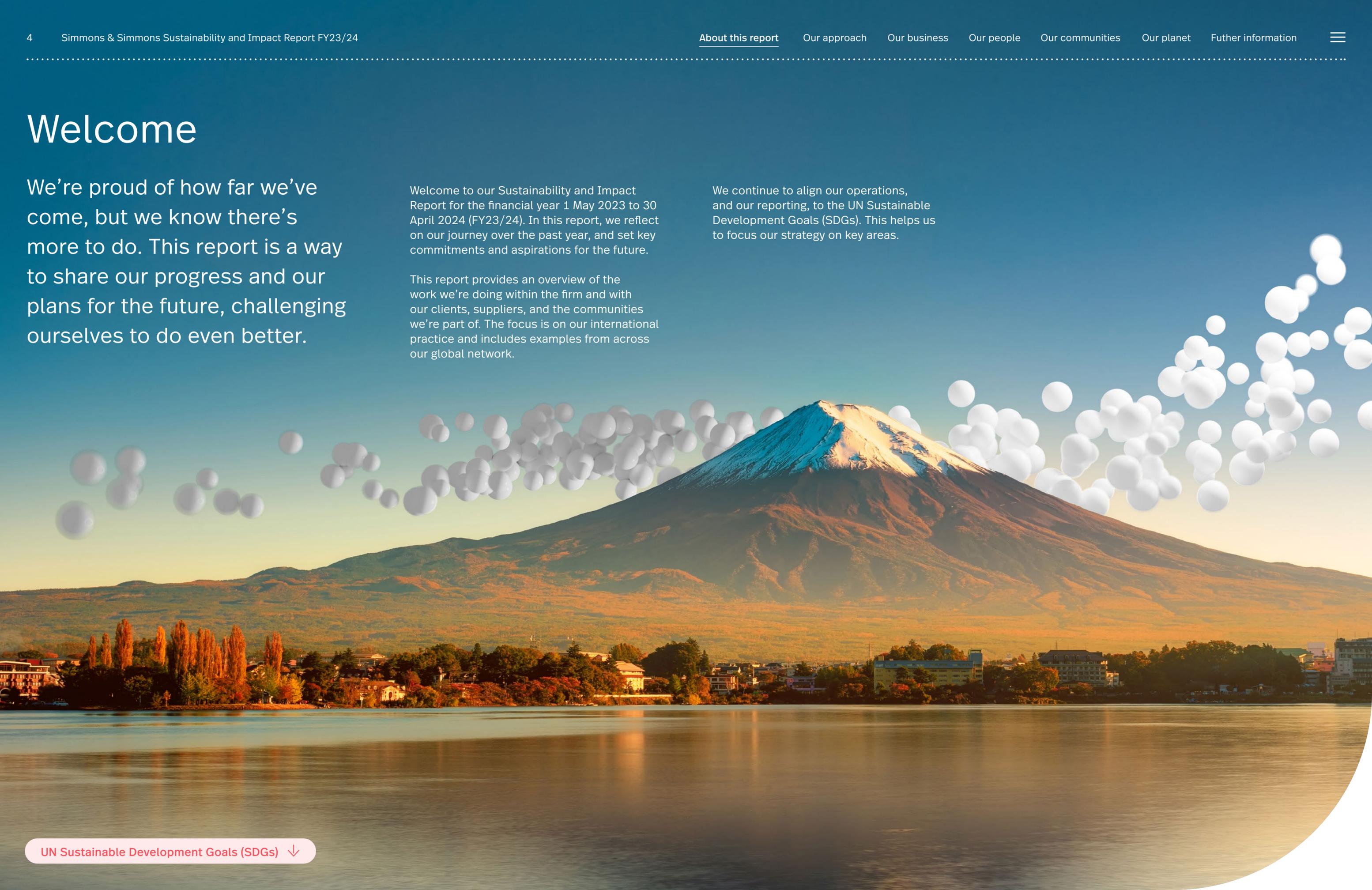
Welcome

We're proud of how far we've come, but we know there's more to do. This report is a way to share our progress and our plans for the future, challenging ourselves to do even better.

Welcome to our Sustainability and Impact Report for the financial year 1 May 2023 to 30 April 2024 (FY23/24). In this report, we reflect on our journey over the past year, and set key commitments and aspirations for the future.

This report provides an overview of the work we're doing within the firm and with our clients, suppliers, and the communities we're part of. The focus is on our international practice and includes examples from across our global network.

We continue to align our operations, and our reporting, to the UN Sustainable Development Goals (SDGs). This helps us to focus our strategy on key areas.





Message from our Managing Partner and Senior Partner

As an international, purpose-led law firm, we are committed to acting responsibly, ethically and in a way that is beneficial to all our stakeholders. This includes our people, our clients, our communities and our planet.

We are led by our purpose: **To become a next generation law firm, we strive to create positive impact and outcomes for our clients, our people and the world around us.** We see being “next generation” as embracing innovation and technology, and approaching the service we provide in a forward-thinking way.

Being a responsible business and incorporating sustainable practices are integral to maintaining a successful and profitable law firm. It’s about meeting the evolving needs of our clients, while also fostering a culture that promotes diversity, sustainability and social responsibility so we can continue to grow responsibly.

Law firms have a strong and integral role to play in addressing some of the issues we face as a society. Climate change poses a critical challenge, providing the legal sector with a unique opportunity to effect positive change through its own operations and external activities. As you will see within this report, we continue to prioritise reducing our impact in this area and have committed to short term Science Based Targets (SBTs) to reduce our carbon emissions by 2030. We have also made progress on our Scope 2 electricity target, with over 88% coming from renewable power sources.

Other highlights from this year include:

- We have made considerable strides towards achieving our gender diversity goals. 56% of those employed across the firm, and 40% of our International Executive Committee, are women. Eight out of 15 partner promotions were women.
- We have made advancements in our race and ethnicity, neurodiversity and social mobility strategies, with targets in place across key areas.
- We continue to positively impact our communities through our pro bono work and charitable donations. Our global pro bono practice delivered over 11,500 hours of dedicated support to individuals, charities, not for profits and NGOs this year. Our Charitable Foundation also donated £1m to key causes across our network, mostly selected by our people.

We have identified the following key areas of focus as the next steps on our journey:

- We want to strengthen the governance of our responsible business practice by connecting it with our International Executive Committee. This will ensure that we are promoting sustainability and driving impact at the most senior level, and embedding environmental, social, and governance thinking into our day-to-day decision making.
- Accountability and transparency on progress are essential. In the next year we aim to develop key performance indicators (KPIs) aligned with external benchmarking metrics and our materiality assessment. These will not only allow us to better measure the progress of our responsible business practice; they’ll also help us identify areas where progress has been slow, so we can change our approach.

As we continue to deliver responsible growth and expand our efforts across sustainability and responsible business, we welcome your feedback and thoughts. Please also explore our website and social media platforms to keep up-to-date on our progress throughout the coming year.

[LinkedIn](#) ↗

[Instagram](#) ↗

[Contact us](#) ↗



Julian Taylor
Senior Partner

Emily Monastiriotis
Managing Partner

Progress

74 AI champions

appointed across our global network.

AI and LLM training

deployed to all our employees.

Won the Future of Legal Services Innovation

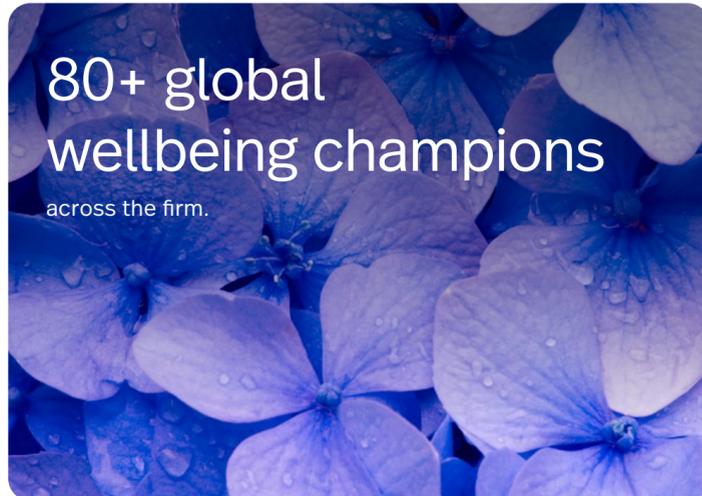
(Large Private Practice) award at the Legal Innovation Awards.

Established a Business Acceptance Policy and Committee

which has successfully identified and declined work based on ESG considerations.

Largest improvement of all firms

Recognised by Lamp House as making the largest improvement of all firms between 2023 and 2024.



80+ global wellbeing champions

across the firm.

Stonewall

Top Global Employer

for the sixth time.

Ranked 45 in the top 75 employers

UK social mobility employer index.

Hosted 50+ students

across various social mobility programmes.

32% of women

in senior leadership.

32%

11,500+

hours of pro bono support donated.

135 charities

supported through our international pro bono practice.

£4.8m donated

through our pro bono work.



£1m donated

through the Simmons & Simmons Charitable Foundation.

LAMP HOUSE STRATEGY

Top 5% of firms

in the Lamp House annual report.

37.2% reduction

in Scope 2 (location - based) emissions since 2019.

37.2%

10.8% reduction

in Scope 1 emissions, since 2019.

Engaged with our top 400 suppliers

to collect more accurate greenhouse gas emissions data.

£100,000 of legal advice

donated through the GreenTech Fund.

More than 80%

of our offices have a recycling programme.

80% +



About us

Simmons & Simmons is an international law firm with over 128 years of history.

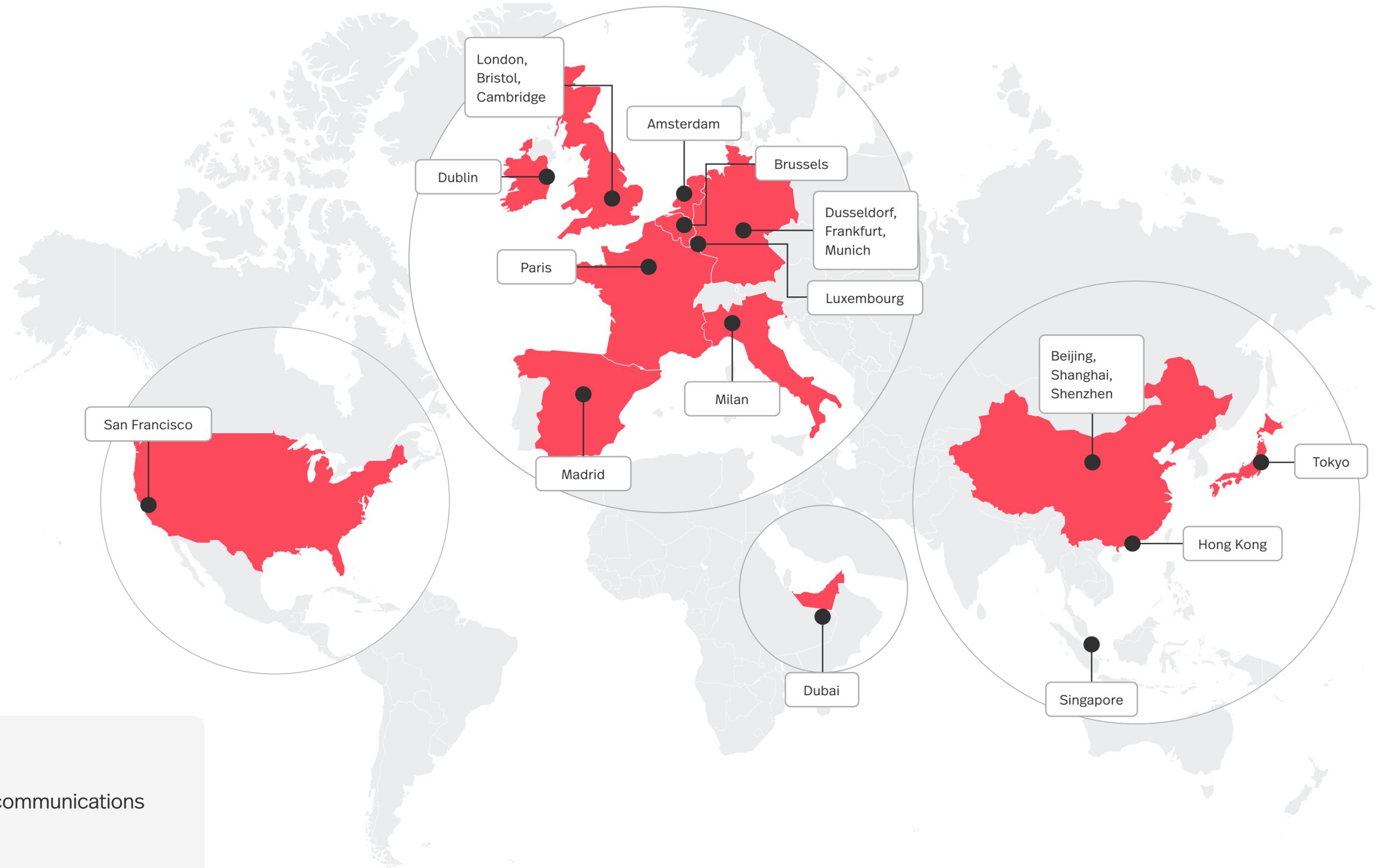
Working across 21 locations, including Europe, the Middle East, Asia and the US, we pride ourselves on our ability to serve our clients, wherever they are. This diversity creates a vibrant and rich culture which informs our values as a firm.

At a glance

- 128 years
- 2,647 people
- 21 offices
- 15 countries
- £574m revenue

Sectors

- Technology, Media and Telecommunications
- Financial Institutions
- Healthcare and Life Sciences
- Asset Management and Investment Funds



Our purpose and values

Our firm has a purpose: to become a next generation law firm; we strive to create positive impact and outcomes for our clients, our people, and for the world around us.

Our purpose summarises our sense of “why” – why we exist and the value we create for society. Our purpose guides our actions and decisions as a firm. It helps us do the right thing by our clients, our people, our communities and our planet.

Our purpose is central to our approach to responsible business and directly influences our responsible business strategy, which creates value for our stakeholders.

Purpose

Values

Bold **Lead** **Innovate** **Collaborate**

Responsible business strategy

Our business

Our people

Our communities

Our planet

What does this look like?

A firm that **leverages cutting-edge technology** to streamline operations, improve client services, and enhance access to justice.

A firm that places a **strong emphasis on understanding and meeting the evolving needs of clients**. This includes using its sector knowledge and skills to help its clients increase their positive impact while mitigating harm.

A firm that **actively promotes diversity and inclusion at all levels**. This includes not only creating fairer hiring practices, but also fostering an inclusive culture that values different perspectives and backgrounds, leading to more innovative solutions.

A firm that is **committed to sustainability**, not just in its operations, but also in its legal practices, advising clients on ESG matters. It actively contributes to social causes and pro bono work.

A firm that **recognises the fast-paced changes in law and technology**, and invests in continuous learning and development for its lawyers and staff.

A firm where **people are offered flexibility** in the way they work, so they can perform at their best. Where they feel motivated and can contribute to achieving our joint ambitions.

Our approach

10 Governance structure

11 Measuring impact and reporting frameworks

12 Awards and recognition

13 UN SDGs and global standards

14 Our responsible business strategy

15 Materiality: creating impact for our stakeholders

Governance structure

We're managed and governed by the International Executive Committee (IEC) and the Board.



Regulations and disclosure requirements in sustainability are evolving quickly, particularly for a firm of our size. As such, we're exploring ways to more effectively embed our responsibility strategy into the overall management of our firm.



Laura Jones
Senior Pro Bono and Responsible Business Manager

Measuring impact and reporting frameworks

As a firm, we’re committed to upholding high standards. In support of our values and purpose, we actively participate in and support the following external governing and standard setting frameworks. Not only do these help us on our journey to improve our impact, but they also enable us to contribute to their success through sharing our learning, resources and expertise.

We plan to continue our contributions to these reporting schemes, and improve our performance against their recognised metrics. This will help us to hold ourselves accountable and deepen our best practice in sustainability. These challenges will continue to evolve, and we must grow our practice alongside them. For this reason, alongside these external reporting obligations, we maintain internal goals and targets to continue to drive our progress.

Signatories

We’re active supporters and signatories to a number of sector-wide and global initiatives.

Memberships

Our memberships reflect our purpose, contributing to people, and the world around us. Our participation ranges from sector-based alliances to address climate change, through to driving greater levels of diversity in business.

Frameworks

We use many frameworks to measure and improve the transparency of our environmental performance and societal contribution.

	Signatories	Memberships	Frameworks
Our Business	United Nations Global Compact	Corporate Member of the Tortoise Responsible 100 Forum	Non-financial disclosure EcoVadis Lamp House ISO 27001 Carbon Disclosure Project
Our people	Mindful Business Charter	10,000 Interns Foundation	Stonewall
Our communities	UK Collaborative Plan Global Refugee Pledge Law Society Pro Bono Charter	1 Million Hours	
Our planet	Legal Sustainability Alliance	Legal Charter 1.5	BREEAM LEED ISO 14001

Awards and recognition



Highly commended

in the category of 'Social Mobility Initiative of the Year' at the British Diversity Awards 2023.

45 out of 75

The Social Mobility Foundation ranked us 45 out of the top 75 employers in its 2023 Social Mobility Index.

45 / 75

Excellence in Marketing Award

We won the Excellence in Marketing Award at the Women, Influence & Power in Law (WIPL) Awards 2024 for our influential Consumer Duty campaign, led by an all-female team:



Penny Miller
Partner, Global and UK Head of Financial Services (FS) Regulatory



Caroline Hunter-Yeats
Partner, Contentious Regulatory



Louise Tudor-Edwards
Partner, FS Regulatory



Rosie MacArthur
Managing Associate, FS Regulatory



Kirsty Daniel
Senior Digital Marketing Executive



Amy McQuire
Business Development Manager, FS Regulatory

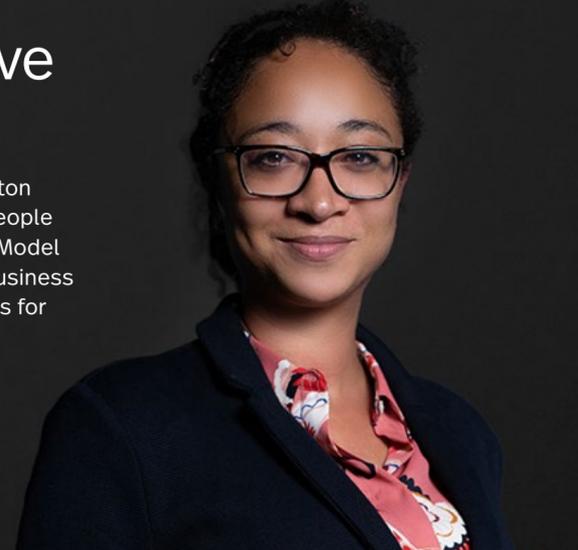
Top 100 role model

EMpower 100 Executive Role Model named banking partner and co-chair of our Race and Ethnicity network, Jen Yee Chan, in its top 100 role model list in 2024.



100 Executive Role Model

For the second year Fiona Bolton was named on the @involvepeople Empower 100 Executive Role Model list. This recognises the top business leaders breaking down barriers for ethnic minorities in the UK.



Pro Bono Lawyer of the Year

Emily Hooper, Paralegal, received the award for Pro Bono Lawyer of the Year at the Bristol Law Society Awards.



UN SDGs and global standards

We became signatories to the United Nations (UN) Global Compact in 2011, making a public commitment to align our operations and strategies with the ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption. It also signified our commitment to take actions that advance the UN Sustainable Development Goals (UN SDGs), through responsible business practices and reporting on progress.

Working in a way that supports the UN SDGs is vital, helping us to achieve a better and more sustainable future. As part of this commitment, we have identified six UN SDGs which most closely align with our work and shape our purpose. They influence all areas of our firm, from our day-to-day decision making and client work, our climate action, our approach to employee wellbeing, and our pro bono activities.



GOAL 5

Gender equality

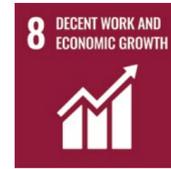
We promote gender equality within our workforce by implementing policies that ensure equal opportunities for women in recruitment, career advancement, and leadership roles. We support work-life balance through flexible working arrangements and parental leave policies, helping to address the barriers women face in the workplace. We also undertake pro bono work focused on supporting women's rights and empowerment.



GOAL 10

Reduced inequalities

We engage in various initiatives to promote diversity and inclusion within our operations and broader engagements. We implement policies and practices to provide equal opportunities for all employees, focusing on diversity in hiring, career development, and leadership positions. And through pro bono work and community projects, we support underrepresented and disadvantaged groups.



GOAL 8

Decent work and economic growth

We focus on creating a positive work environment that fosters inclusivity and productivity, ensuring fair labour practices and equal opportunities for growth and development. We provide legal advice and support to clients on sustainable business practices, labour rights, and corporate responsibility, helping to advance decent work and economic growth in the wider community.



GOAL 13

Climate action

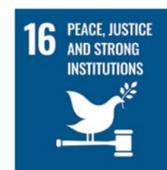
We advise clients on climate change laws, regulations, and policies, helping them to navigate the complexities of transitioning to low-carbon and sustainable business models. We're also working to reduce our environmental impact, including our carbon emissions and water usage. Our verified and approved Science Based Targets for 2030 are our guide to achieving our climate action goals, monitored internally by our Climate Committee and senior management.



GOAL 9

Industry, innovation and infrastructure

We advise clients on projects and transactions that contribute to sustainable infrastructure, clean energy, and innovative technologies, supporting the development of sustainable and resilient infrastructure. We also invest in technology and innovation within our own operations, aiming to enhance efficiency, reduce environmental impact, and provide cutting-edge services to our clients.



GOAL 16

Peace, justice and strong institutions

We contribute to this goal through our pro bono work, offering legal services to individuals and organisations that work towards social justice, human rights, and the rule of law. We also foster a culture of integrity and accountability within our operations, ensuring that our practices are transparent and uphold high ethical standards.

Our responsible business strategy

Our responsible business strategy, underpinned by our purpose and our values, is based on the following four pillars.

Within each pillar we have set actions we want to achieve. These are informed by our selected UN SDGs and the insights gained from the materiality impact assessment we conducted in 2023.

Our business →

Through our business activities, we remain aligned to our purpose and values to ensure that we're delivering our work with integrity and creating positive impact.

GOAL 8 GOAL 9 GOAL 16

Pillar targets

Ethics and integrity

Maintaining the highest standards of ethical business conduct throughout all our activities, along with our commitment to anti-bribery and corruption. This includes new business policies and upholding the rule of law.

Business and human rights

Upholding human rights throughout our business, client work and supply chain. This includes our work to combat modern slavery.

Technology

Using technology responsibly to deliver services that address the social and environmental impacts of our clients.

Our people →

As a responsible business, it's important that we create an inclusive environment in which everyone can reach their full potential.

GOAL 5 GOAL 8 GOAL 10

Pillar targets

Wellbeing

Ensuring that our people are safe at work and able to stay mentally and physically healthy in a changing business environment.

Diversity and inclusion

Supporting equality of opportunity and diverse representation at all levels and nurturing a business culture in which all employees feel they belong. Supporting our clients and suppliers on this topic where we can.

Life at Simmons

Attracting and retaining talent for our business through fair compensation, development opportunities and a strong business culture.

Our communities →

Through our pro bono work and Charitable Foundation, we seek to make a difference to the world we live in, addressing needs and influencing change.

GOAL 8 GOAL 10 GOAL 13 GOAL 16

Pillar targets

Pro Bono

Engaging in pro bono work that aligns with our SDG+ pro bono policy, ensuring that our efforts are both impactful and strategically focused on enhancing access to justice.

Charitable giving

Through our Charitable Foundation, we will continue to deliver meaningful impact by making mindful donations that support causes aligned with our values and our purpose.

Community impact

Actively donating our time and expertise to support local communities through volunteering initiatives, strengthening our ties and making a tangible difference in the areas we serve.

Our planet →

We recognise the urgency and importance of strong climate and environmental action. We continue to take steps to reduce negative impacts and make positive contributions to our planet.

GOAL 13

Pillar targets

Climate change

Contributing to the transition of a net-zero economy through our business, client work and supply chain. This includes advising on and supporting the growth of the renewables sector.

Environmental impact

Promoting responsible environmental practices – including reducing waste and water, promoting the circular economy and enhancing biodiversity - throughout our business and supply chain.

Materiality: Creating impact for our stakeholders

Our responsible business strategy is underpinned by our purpose, our values and our four responsible business pillars.

Within our pillars, we have defined actions, which are drawn directly from feedback we received from our stakeholders during our materiality assessment, conducted in 2023.

Aligning our strategy to the materiality assessment helps us to ensure we can have the most impact for our stakeholders.

A year on, these material issues continue to shape our approach, and we will be updating the materiality assessment in 2025 to ensure we remain focused on the most relevant issues.

Please read our 2023 Sustainability and Impact Report to find out more about our methodology and the stakeholders we engaged.



**simmons
+simmons**

 TMI Associates

Our business

- 17 Highlights / next steps / long term goals
- 18 Human rights, ethics and integrity
- 20 Enterprise risk management
- 22 Technology and innovation

Our business

We're committed to doing business in a way that has integrity and is ethical while providing excellent service to our clients.

We continue to embrace innovation and technological advancement, whilst upholding and promoting responsible use.

In this pillar

- 1 Human rights, ethics and integrity
- 2 Enterprise risk management
- 3 Technology and innovation



Highlights

Business Acceptance Committee

successfully identified and declined certain work opportunities based on ESG considerations.

Launched Percy

an internal dedicated large language model (LLM), to provide immediate assistance to our employees.



700

global senior executives and major investors were engaged to examine the greatest opportunities in ESG investments, as well as emerging risks.

0

reports relating to the whistle-blower procedure.

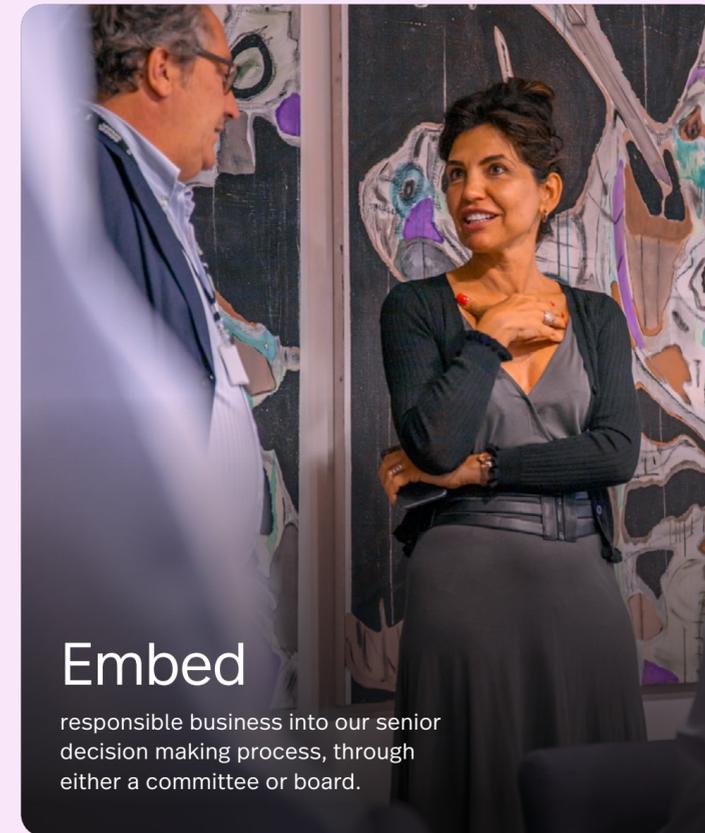
0

confirmed corruption incidents.

Next steps (0-5 years)

Develop

the capacity of Percy to better assist our employees.



Embed

responsible business into our senior decision making process, through either a committee or board.

Deliver

advanced legal services for our clients.

Continue to build relationships

with clients, regulators and industry associations and proactively engage in regulatory consultations.

Long term goals (5+ years)

Expand

our service portfolio and client support in the realm of ESG to effectively manage risks, harness opportunities, and amplify positive impact.

Grow

our digital and technology offering for our clients.



Focus

the work on our supply chain to ensure we're working with those who share our values.

Drive

better outcomes for the clients and communities we work with by making risk data and insight integral in business decisions.



GOAL 8 GOAL 16

1 Human rights, ethics and integrity

Human rights, ethics, and integrity are fundamental to our business, shaping our policies, operations, and organisational culture.

GOAL 8

Human rights

Since 2011, we have been a signatory of the United Nations Global Compact, showing solidarity with the UN Global Compact’s ten principles across human rights, labour, the environment and anti-corruption. We have a Human Rights Policy, which we expect all partners, employees, consultants, contractors and third parties to adhere to in their dealings on behalf of the firm. Our Human Rights Policy cross-refers to the following other relevant policies and procedures the firm stands by:

[Diversity and Inclusion Policy](#)

[Bullying and Harassment Policy](#)

[Performance Management Procedures](#)

[Grievance Procedure](#)

[Health and Safety Policy and Procedures](#)

It is important to us that each and every colleague understands the significance of our operating procedures and processes, in line with our Human Rights Policy.

Our Modern Slavery Statement shows we’re strongly committed to ensuring no modern slavery or human trafficking takes place within our business or our supply chain.

We have a Supplier Code of Conduct, within which we have set expectations related to fair, safe and healthy working conditions. It includes a ban on the use of forced labour and complying with a commitment to all anti-slavery and human trafficking laws and regulations.



[Enterprise risk management](#) ↓

[Supply chain](#) ↓

[Supplier Code of Conduct](#) ↗



Ethics and integrity

Ethics and integrity are hardwired into how we conduct ourselves professionally.

Internally, our Code of Conduct sets the standards of what is expected from our people across our international network. As well as adhering to the regulations and professional rules set by local regulators in each jurisdiction, we uphold seven core standards:

- Act honestly.
- Act with integrity.
- Respect and uphold the rule of law.
- Act in the best of interests of clients.
- Act with independence.
- Be respectful of others and in a way that encourages diversity, equality and inclusion.
- Respect and uphold the administration of justice.

There are also a number of key supporting policies to the Code of Conduct, such as our Anti-bribery and Corruption Policy, Whistleblowing Policy and Business Acceptance Policy, which define our desired responsible business behaviour.

Alongside these policies we provide clear, informative mandatory training to all our colleagues. This supports our people in maintaining the highest standards across all areas of the firm. Here are some examples of our mandatory training modules. These are a requirement for all new joiners as part of the onboarding process, and for all existing staff, who are expected to re-train at least once a year.

- Anti-money laundering.
- Anti bribery.
- Information security.
- Phishing.
- Safeguarding.

- Data protection.
- SRA standards and regulation.
- Anti-facilitation of tax evasion.

Externally, these standards are replicated in our expectations of our supply chain and are integrated into our Supplier Code of Conduct. Each of our new suppliers must commit to the code, as it is our responsibility to collaborate, support and have genuine positive impact throughout our entire supply chain.

[Supplier code of conduct](#) ↗

Speaking up

To report any potential unlawful, unethical or anti-competitive practices, we have our international Whistleblowing Policy in place. We also have a formal grievance procedure for employees to raise any issues or concerns, which aims to resolve matters in the most appropriate and fair manner.

Integrity

In 2023 we established the Business Acceptance Policy and Committee. These key controls play a crucial role in ensuring the firm's decisions about new matters align with our ESG values and commitments. This year, the Committee has successfully identified and declined work based on ESG considerations.

Responsibility

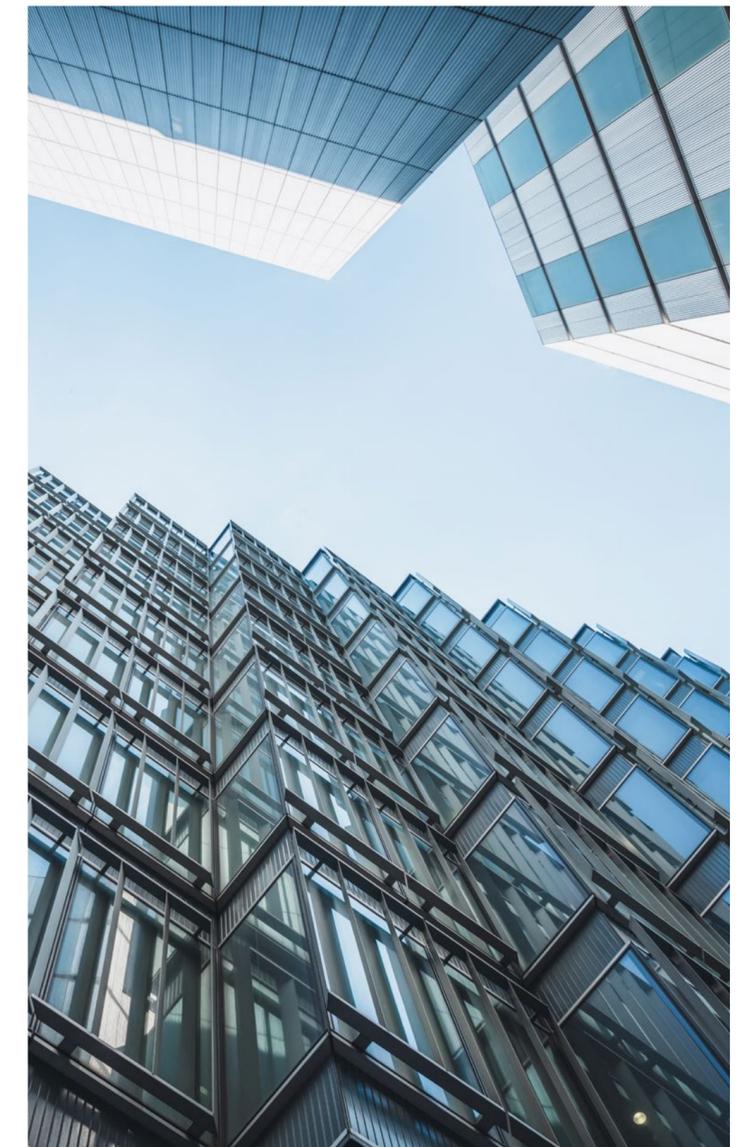
In 2023 we launched our new Sustainable and Responsible Business Policy. This requires our firm to consider the ESG aspects of the work we undertake.

Key material ESG issues are reviewed annually and guide the firm's priorities and approach.

Tax

We're committed to operating in a manner that ensures compliance with all relevant laws and regulations, including those relating to tax activities.

We claim tax reliefs and incentives where appropriate, but we do not operate in a manner that knowingly contradicts the true objective of any legislation. Where a tax position is uncertain, we seek advice from professional advisors and/or raise the issue with the relevant tax authorities (such as HMRC in the UK). All actions undertaken are based on sound commercial reasoning and economic substance. We do not engage in any artificial structures or contrived transactions.



GOAL 8

GOAL 9

GOAL 16

2 Enterprise risk management

To maintain ethical standards and legal compliance, it's crucial that we manage our supply chain risk by implementing robust processes to ensure transparency and integrity. Our Enterprise Risk Management (ERM) process involves detailed measures to screen our supply chain. This helps us ensure we're immediately identifying and mitigating risk related to unethical labour practices, including modern slavery. We ensure visibility and accountability by using our supplier due diligence system and tool to gain better insights about the ESG impacts of our supply chain.

We have a dedicated ERM team, which comprises enterprise risk management and information risk management. The team is responsible for standardising the operational risk management framework and data protection compliance activities in line with the law, professional obligation and management of the response to each risk.

Supply chain

Our Supplier Code of Conduct defines the standards we expect of our suppliers, which reflect our own ethical and professional standards. All new UK-managed suppliers, which encompasses our key suppliers, must commit to this code and undergo a screening process which enables us to assess the maturity of our supply chain.

The five key areas it covers are:

Labour practices and conditions.

Sustainability and environmental issues.

Ethics and anti-corruption.

Data security and privacy.

Diversity, equality and inclusion.

We prioritise a responsible approach through our Supplier Code of Conduct, aiming to encourage our suppliers to implement positive changes. To support this effort, we collaborate with our suppliers, assisting those who seek to improve their impact. This is particularly important with our smaller and medium sized suppliers, where this can often be a challenge. As we roll this out to our international network, we will ensure the code is accessible to all sizes of suppliers.

Our supplier due diligence system and tool, will over time give us insights into the ESG impacts of our supply chain. This system has initially been rolled out across the UK, which is also where we have our key suppliers and our biggest spend. Over time we will expand this to the whole of our network.

Risk management

Our Risk Committee provides another layer of risk management.

The ERM team is responsible for how the firm manages risk more broadly. They ensure that risks are regularly reviewed by our internal teams and sector leads, and report up to the Risk Committee and the Board.

Next year, we will continue to review our risk management processes, including understanding our supply chain as we grow as a firm, reviewing both our new and existing suppliers. We already integrate ESG and responsible business into our supply chain screening. This is an area of increased priority, as we expect suppliers to operate responsibly and in line with our firm's purpose.



Data protection and cyber security

Our relationships with our clients, our partners and our employees are reliant on trust and confidentiality.

We're aligned to ISO 27001 to ensure complete compliance and transparency. Our Senior Partner, Managing Partner, Global Chief Operating Officer, Finance Director and General Counsel oversee the firm's data privacy and cyber security.

Data protection

We have a dedicated international practice which advises on data protection and privacy across all sectors in which we operate.

Our Personal Data Protection Policy mandates we comply with all of the basic principles of personal data protection. Our Acceptable Use Policy ensures all employees upkeep best practices to ensure information is kept safe and secure, including when working remotely. It outlines the steps taken to ensure information is appropriately protected and confidential, and available to authorised individuals in a secure environment, maintaining business operations.

Our IT Policy covers all IT systems and data within the firm, guided by our Information Classification Policy and Data Handling Standards. It emphasises confidentiality and security, with any breaches investigated and appropriate investigations and disciplinary action taken.

We inform all users about the data we collect, how long it's kept, its usage and how it may be shared with other entities. We comply with all relevant data protection laws, including GDPR, and we have robust processes by which data subjects can exercise their rights.

Our Digital Adoption monthly newsletter includes training, monthly technology tips and bespoke technology clinics whereby group sessions are designed specifically for different teams.

Managing risk

24/7 cyber monitoring.

Standards

ISO 27001 (aligned).

Training

X2 mandatory sessions for every new colleague on data protection.

Mandatory refresher every two-years.

Digital Adoption team

Monthly newsletter.

Monthly technology tips.

Bespoke technology clinics for individuals and teams.



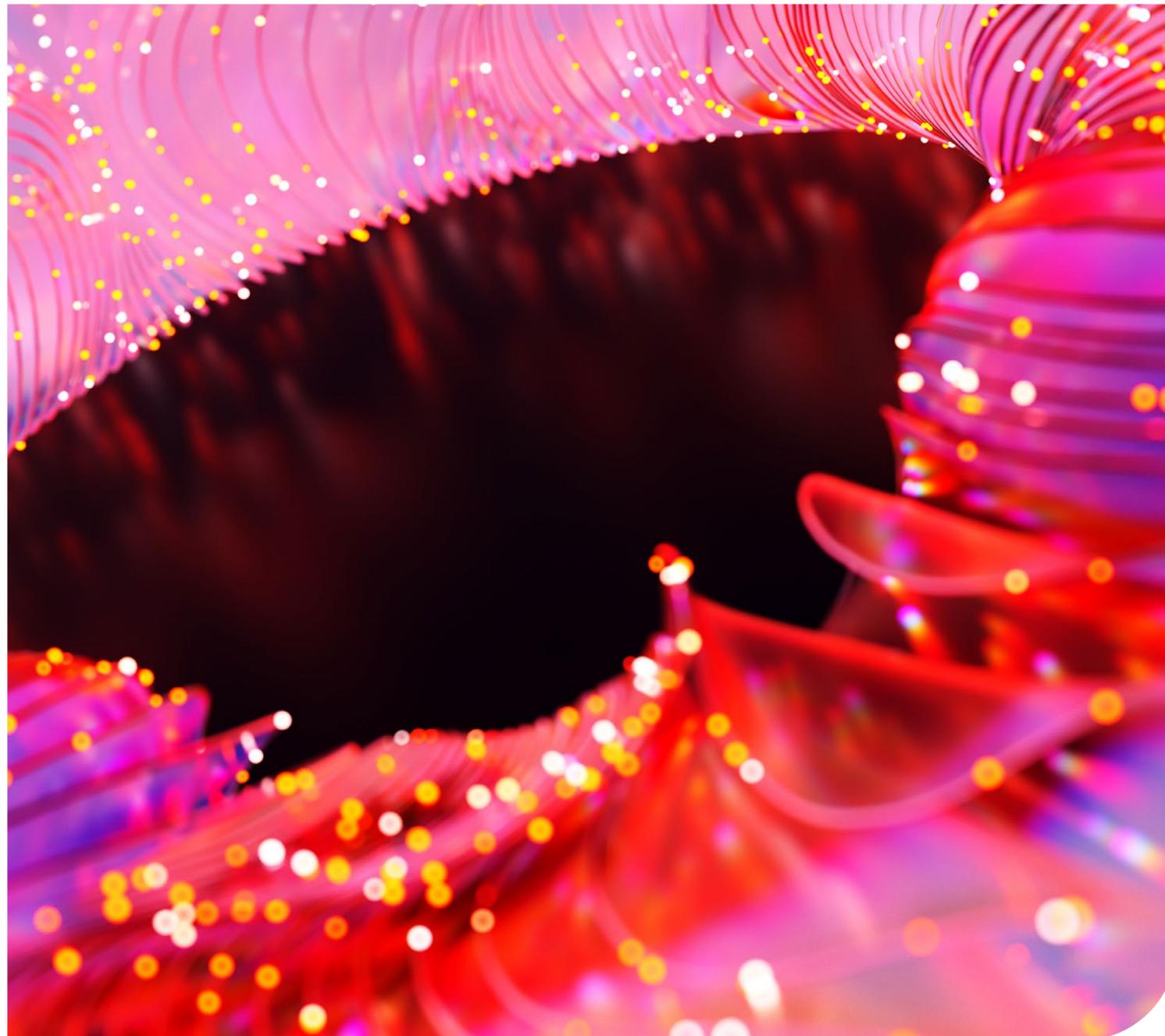


GOAL 8

GOAL 9

3 Technology and innovation

Aligned with SDG 8 and 9, we believe strongly in fostering innovation and building a resilient infrastructure. These goals help us to deliver the best client response whilst making a positive impact. We see technology and innovation as key to achieving this.



We have three teams supporting these aims:

Solutions International Practice Group

This is a multidisciplinary team of innovators – data scientists, developers, and designers – all working to adapt the legal services landscape by applying technology. The team offers innovative solutions to legal problems faced by our clients. Within the Solutions International Practice Group, we have a specialist team called Wavelength. This is the world’s first regulated firm of legal engineers, helping us to deliver smarter solutions for clients, drawing on a diverse blend of AI, legal, data, design, and engineering skills.

Legal Operations team

This team aims to bring digital innovation and practice management innovation to everyday client work. It’s tasked with understanding how established and emerging technologies can augment legal capabilities among our legal teams. This includes pricing innovation and legal project management, alongside digital deployments.

Global Large Language Model “LLM” team

This team is responsible for developing and implementing AI-driven solutions to enhance legal research, document analysis, and deliver excellent client service. By leveraging generative AI models, it aims to increase efficiency, accuracy, and innovation across various legal practices. Its work not only positions us at the forefront of legal tech advancements but also significantly contributes to the firm’s ability to meet the evolving needs of its clients with cutting-edge solutions.



Generative AI and innovation

Innovation is one of our core values as a firm. It's fundamental to how we operate and become a next generation law firm. We harness the power of AI to improve our productivity, our clients' experiences and service delivery.

Using generative AI responsibly is central to driving innovation across the firm.

Responsible use of AI

We prioritise the safe and secure adoption of generative AI, ensuring that our use aligns with our purpose. A key part of this is ensuring that our people have the necessary knowledge and skills for the effective adoption of this technology.

We launched Percy, our own private and secure AI tool, to provide a safe area for our people to become familiar and experiment with AI, whilst also building capacity within teams. All of our colleagues have access to Percy and allows our people to use generative AI tools effectively.

We rolled out three compulsory online training modules on the responsible use of AI and supporting guidance materials to help our teams get comfortable with this technology, learning when and how to use it, and how to use it safely.

Internally, we have appointed AI coordinators and AI champions for every country and group across the firm. Their role involves integrating and advancing the use of AI within the firm and among our clients. They are key to harnessing AI responsibly and innovatively, aligning with the firm's commitment to delivering cutting-edge legal services. They also help their teams and offices to generate use cases which they feed into the LLM team (more information below).

To further support the responsible adoption of AI internally:

- We established a **Generative AI Steering Group**, made up of partners, whose job is to give direction on the programme of AI adoption. This includes leading on technical governance, internal policies, procedures and ethical security. They work closely with our IT and risk teams.
- We have appointed a **dedicated LLM team**, who are able to create a responsible framework that will enable us to prepare for greater adoption while adapting to client expectations ethically and safely.
- We have **firmwide policies and guidance on generative AI and LLMs**, emphasising the need for all outputs to be subject to review and verification by a human before they are used in any context. The policies also clearly state restrictions on using confidential data, as well as which generative AI tools are firm-approved and safe to use.
- **Our risk team** is closely aligned with our generative AI use and governance. They regularly review our use of generative AI and provide recommendations.



AI legal services for our clients

Separate to our internal use, we're actively engaged in addressing the ethical use of AI by our clients. This reflects our commitment to innovation, technology, and responsible business practices. The work we're undertaking includes:

1. **Advisory services:** Offering legal and governance advice to clients on the ethical development, deployment, and use of AI technologies. This includes guidance on compliance with existing laws and regulations, data protection, and privacy concerns.
2. **Policy development:** Assisting our clients in developing policies and frameworks that ensure the safe ethical use of AI. This

involves considerations around transparency, accountability, fairness, use of global standards and the avoidance of bias in AI systems.

3. **Thought leadership:** Publishing research and thought leadership pieces on the ethical implications of AI in various sectors, helping to shape the conversation around responsible AI use.
4. **Training and workshops:** Providing training sessions and workshops for clients and legal professionals on the legal, regulatory and ethical considerations of AI, raising awareness and understanding of the complexities involved.

Through these activities, our aim is to ensure that AI technologies are developed and used in a manner that is ethical, compliant with legal standards, and beneficial to society.



Data privacy and cyber security

We maintain high standards for data protection and privacy, ensuring that confidential information remains secure. Please see details of our processes and policies in our 2023 Sustainability and Impact Report.

We have an assigned Data Protection Officer who works closely with our data protection experts to implement and monitor the firm’s compliance with all applicable data protection laws.

We remain aligned to ISO 27001 (the international standard for information security) and use it as a framework for best practice security management, governance and controls.



ISO 27001
aligned.

Security transformation programme

As reported last year, we designed and rolled out a security transformation programme, which is an initiative designed to enhance and modernise our security infrastructure and protocols.

In FY23/24, we continued to advance our security transformation programme with several key initiatives:

We expanded our security awareness training programme by introducing advanced modules tailored to specific risks and roles within the firm.

Following our successful cyber response exercise with senior management last year, we conducted additional tabletop exercises and live hacking simulations. These exercises were designed to test and refine our incident response and business continuity plans, ensuring our readiness to handle potential cyber threats.

We implemented new threat detection technologies and enhanced our Security Operations Centre (SOC) capabilities. This included the deployment of advanced analytics and machine learning tools to improve our ability to detect and respond to sophisticated cyber threats in real-time.

Recognising the importance of securing our supply chain, we strengthened our third-party risk management programme. This involved conducting comprehensive security assessments of our key vendors and partners, and working closely with them to address any identified vulnerabilities.

These initiatives reflect our ongoing commitment to enhancing our security posture and protecting our firm from evolving cyber threats. We look forward to building on these achievements in the coming year.



In 2023/24, we enhanced global security measures to address evolving threats to our legal services and client data. As an international law firm, we face sophisticated cyber-attacks and phishing campaigns. We remain vigilant to stay ahead of these threats.

Our commitment ensures robust protection for our Firm and clients where we continuously test, learn and improve our controls. This proactive approach helps us maintain a strong defence against current and future threats.

Seamus Macloughlin
Chief Information Security Officer



Our ESG advisory offering is about empowering our clients to chart a course and find true wind to reach their destination despite the political storms and rough seas that may accompany their journey. Sustainability presents an opportunity for those that choose to embrace it. It requires not just a long-term vision but partnerships with trusted advisors who share this vision. That is the role we strive to play for our clients - to help them navigate the complexities of today's global landscape, ensuring sustainable growth and resilience for the future.

Sonali Siriwardena
Partner, Global Head of ESG



Our clients and ESG

Acting responsibly extends beyond our own operations to include the influence we have on our clients and the advice we provide. ESG is a vital component of many clients' strategies and investment decisions, this places us at the forefront of the ESG revolution. Our dedicated team takes an integrated, holistic, and cross-disciplinary approach that combines in-depth ESG expertise with deep knowledge of our products and business lines.

Our experts advise on five main ESG touchpoints and are dedicated to ensuring our clients unlock the full potential of ESG, drive sustainable growth, and create a lasting positive impact.

Our team provides cutting edge-expertise across the following areas:



1. Robust internal governance frameworks

Through establishing tailored internal governance frameworks, our team ensures sustainable practices are driven from within, by embedding ESG into our client's core values whilst ensuring accountability and responsibility.

2. Sustainable product development

We support clients embracing the growing demand for sustainable products by integrating ESG principles into their product development strategies. Our team identifies opportunities, assesses risks, and guides our clients in creating innovative, environmentally friendly, and socially responsible offerings.

3. Compliance with ESG regulation

Our legal professionals ensure our clients stay ahead of ESG regulations and requirements as part of building their resilient business strategies and navigating compliance challenges within the bounds of ESG laws and regulations.

4. Protecting clients' brands and franchises

Our team excels in identifying potential vulnerabilities, implementing effective risk management strategies, and safeguarding our clients' franchises in an increasingly ESG-focused business environment.

5. Integrating sustainability into risk management

Effectively managing ESG-related risks is vital for long-term success. We provide guidance on seamlessly integrating sustainability factors into our clients' risk management framework, helping them identify and mitigate ESG risks while creating value for their business and stakeholders.

A sustainability state of mind: unlocking growth and profit

In 2023 we undertook our own research to understand attitudes to investment in sustainability and how we can use these findings to advise our clients. The report, A sustainability state of mind: unlocking growth and profit, reflected the views of over 700 global senior executives and major investors, examining where they see the greatest opportunities in ESG investments, and where they see emerging risks.

Our research revealed the vast majority of leading businesses and investors regard sustainability as an avenue to profit and growth, despite the challenges to sustainability investment following recent shocks to the global economy.

The findings from this report highlight the importance of working closely with our clients to strike a balance between seizing opportunities in sustainability and managing associated risks. Our commitment to innovation underpins our sustainability efforts, such as raising awareness of the emerging blue economy and developing tools to efficiently navigate the evolving ESG regulatory landscape.

At Simmons, we believe that acting responsibly is not only the right thing to do but also essential for driving positive change. By collaborating with our clients, we aim to foster impactful solutions. Through sharing insights, best practices, and the latest research, we empower our clients to lead in sustainability, ensuring their initiatives resonate with investors, regulators, and society as a whole.

[Learn more about the team](#) ↗

[A sustainability state of mind: unlocking growth and profit](#) ↗



Our people

- 27 Highlights / next steps / long term goals
- 28 Wellbeing
- 29 Diversity, equity and inclusion
- 34 Life at Simmons

Our people

We support equality of opportunity and diverse representation at all levels, nurturing a culture that gives employees a sense of belonging. We also ensure that everyone working with us, including our suppliers, upholds the highest standards of ethical business conduct across all activities, guided by our Code of Conduct, relevant policies, and training.

In this section, we highlight the three priority topics identified by our stakeholders in the materiality impact assessment that most directly relate to our relationship with our people.

In this pillar

- 1 Wellbeing
- 2 Diversity, equity and inclusion
- 3 Life at Simmons



Highlights

56% of employees are women

(up from 51% in 2021).

33% of the Board are women

(up from 20% in 2021).

7 of 23

lateral partner hires were women.

8 of 15

partner promotions were women.

Stonewall Top Employer

for the sixth year.

A Top 75 employer

in the Social Mobility Employer Index for the eighth time.

Diversity hours

included in the minimum billable hours threshold, to reward fee earners contributing significantly to Diversity, equity and inclusion.

Next steps (0-5 years)

By 2026, women will make up:

50% of all internal / lateral hires

50% of promotions

>30% of the firmwide partnership overall

>30% of all senior leadership roles

2026 ethnicity targets

15% of partners

15% of Managing Associates

30% of associates

35% of trainees

20% business services professionals

Support and respect

for all LGBTQ+ colleagues to achieve their full potential at work.

Further improve social mobility,

both internally and with our clients.

Long term goals (5+ years)

Continue to hire diverse talent

to maintain the expert advice our clients trust.

Proceed

to enhance our firm's diversity to better reflect society.

Create

an inclusive environment for our people to thrive, irrespective of background and beliefs.



Award-winning outreach programmes

to be rolled out to broaden legal profession access for all students.

GOAL 8

1 Wellbeing

Wellbeing is critical to our individual and collective success, supporting sustainable high performance for our people. One of our strategic objectives is to build ‘a workforce of the future,’ and to achieve this, it’s essential to embed a culture of wellbeing throughout the firm and into every aspect of our business strategy.

Our objective:

Build a workplace that puts the mental, physical, emotional and economic wellbeing of our people first, wherever you are across our network.

- 1 Proactive prevention.
- 2 Deliver peak performance.
- 3 Recognise, act and support.

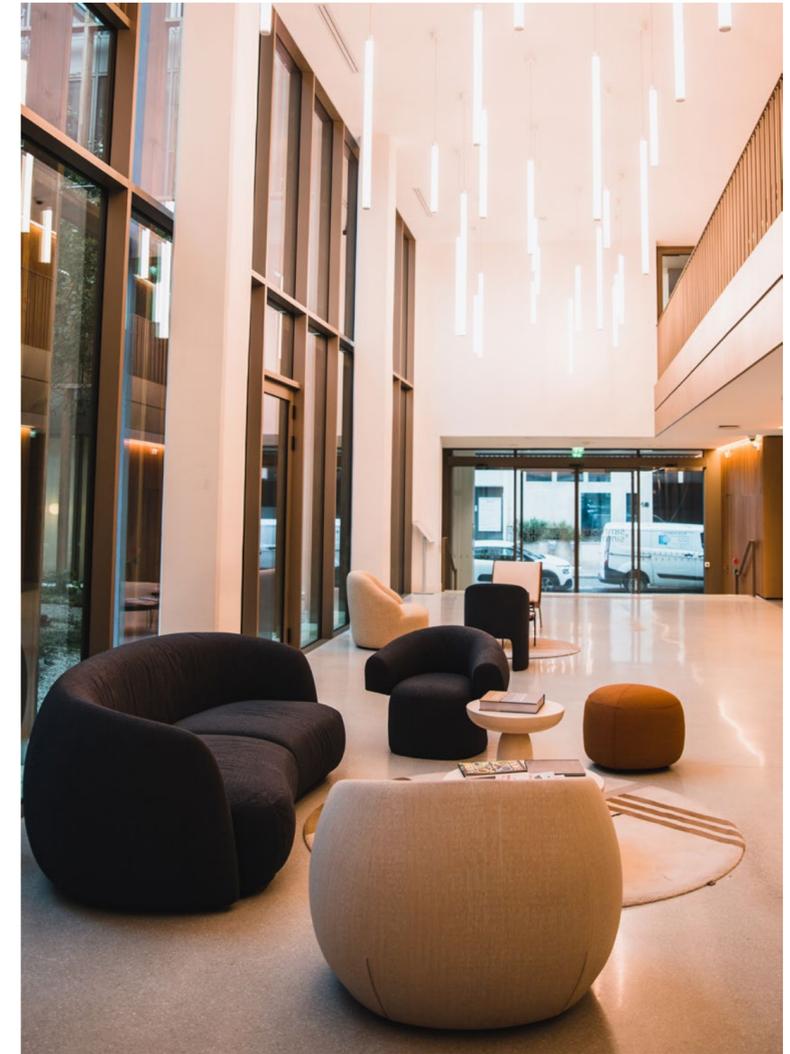
We became one of the first law firms to sign the Mindful Business Charter in 2018, which aims to provide healthier, more productive workspaces through identifying and eradicating unnecessary stress. The Charter is a commitment to our colleagues and to the industry to ensure we’re operating responsibly and dutifully.

We provide a number of training opportunities throughout the year focused on upskilling and educating our people on the important aspects of health, wellbeing and performance. In FY23/24 we hosted a number of sessions available to all our people, including a women’s health masterclass and strategies for managing and approaching stress.

 **80+**
wellbeing champions.

We have an international network of 80+ wellbeing champions across the firm, whose role is to embed our wellbeing strategy across all jurisdictions. Our trained champions come from all levels and teams across the business. They create a culture of openness and open-mindedness, care and compassion. They support colleagues by providing a listening ear and signposting to relevant resources, running local events and education opportunities, as well as generating new ideas, new conversations and approaches to wellbeing.

Our wellbeing champions are helping to deliver and facilitate localised training sessions and bespoke initiatives (such as walking and reading groups, coffee roulette and peer support) within teams and offices, allowing for peer-to-peer conversations on key topics. These have included sessions on invisible conditions and behaviours and their impact on us.



I have been a wellbeing champion since 2020 and am also actively involved in our Diversity and Inclusion networks. Having personally experienced anxiety and stress, I believe looking after our mental health is essential to our welfare and productivity. Being part of the champions network has allowed me to get to know my colleagues better and to help support and promote a healthy, happy workforce.



Laura Marinello
Wellbeing Champion,
Legal Operations Specialist





GOAL 5 GOAL 8 GOAL 10

2 Diversity, equity and inclusion

Improving diversity and fostering inclusion is a strategic priority for us. We value diverse thoughts and experiences, encouraging all employees to contribute ideas for progress. Our aim is to ensure everyone feels included and set up for success across our international network.

Diversity, equity and inclusion strategy

Our Diversity, equity and inclusion (DE&I) strategy underpins our commitment to promoting diversity, preventing discrimination and providing an inclusive and supportive working environment and is overseen by the IEC and the Board. Our strategy is focused on five pillars and has specific, measurable diversity improvement goals that are reviewed by our Board. Each pillar has an appointed lead partner and is supported by our employee networks.

Our current DE&I strategy focuses on five pillars, but we recognise they do not cover all aspects of diversity. We're committed to expanding our DE&I efforts to better represent and provide space for everyone's experiences.

Gender →

Improving gender diversity across the firm and the representation of women in the partnership and senior management roles.

Race and ethnicity →

Achieving greater racial equality and inclusion and ensuring that our processes are not racist or unconsciously biased.

LGBTQ+ inclusion →

Providing an inclusive workplace for all LGBTQ+ identifying colleagues across all of the firm's locations.

Social mobility →

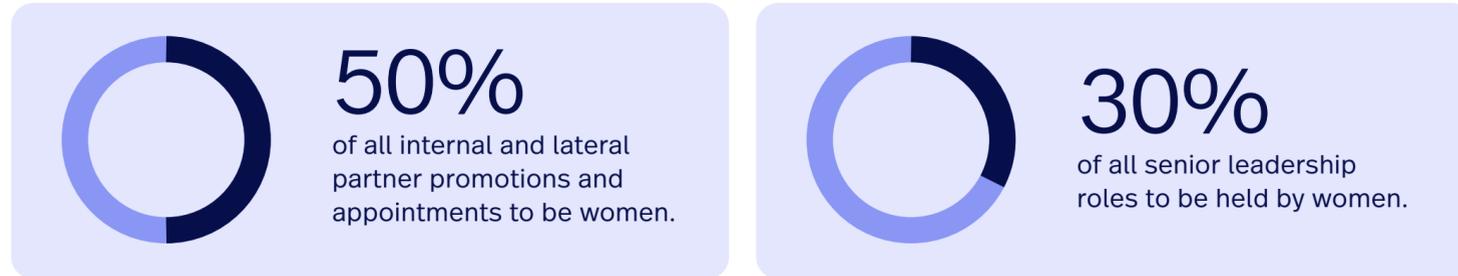
Widening access and providing career opportunities across our firm to under-represented students and minority groups.

Neurodiversity →

Progressing our journey to becoming a neuro-inclusive organisation.

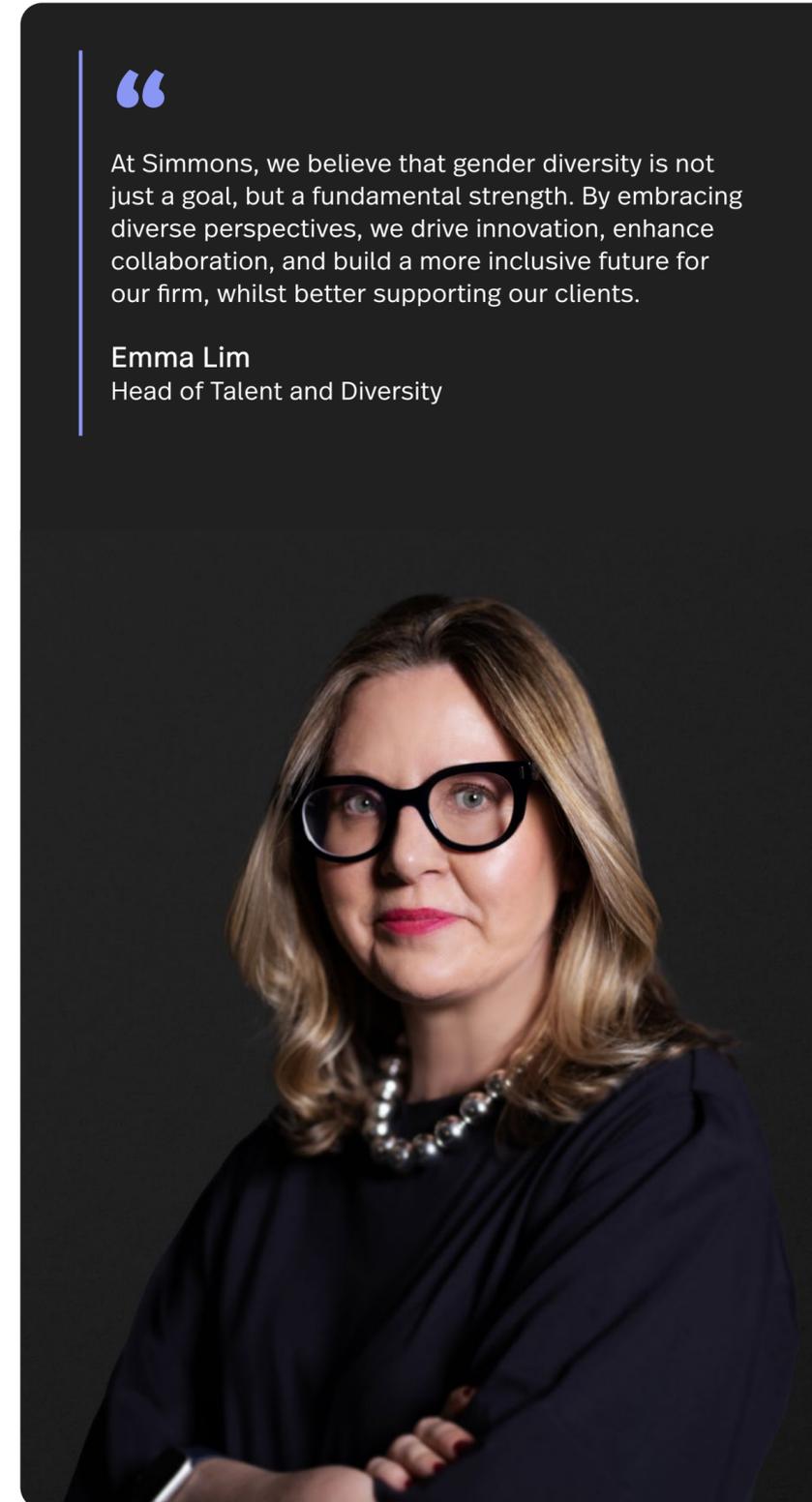
Our targets and our progress

Our gender balance targets by 2026 are:



In FY23/24, seven of our 23 lateral partner hires and eight out of 15 partner promotions were women.

In FY23/24, 33% of the Board are women and 40% of the IEC.



Gender equality

Striving for gender equality is a key business priority and includes commitments to improve the representation of women in the partnership and in senior management roles. Women currently make up 30% of our international partnership – this has more than doubled in the last decade. Our programmes and processes that support career development and opportunities for women are:

Sponsorship
All female and male managing associates enroute to partnership are assigned a senior equity partner sponsor to provide support.

Gender balance committees
We have committees responsible for driving organisational change to help us achieve our gender diversity targets. They hold relevant partners to account for meeting specific targets and objectives related to gender balance within the firm, including increasing the representation of women in partnership and senior leadership roles within the firm.

Inclusive leadership
Our female partners offer their time and expertise to mentor others in the firm.

Race and ethnicity

Our ambition is to enhance racial and ethnic diversity and drive greater inclusion across our firm in accordance with our action plan. For example:

We're founding partners and signatories of the 10,000 Black Interns programme which offers paid work experience to black students across a range of sectors. This financial year, the firm introduced a training contract route to the 10,000 Black Interns programme, following which two interns have been recruited as future trainees.

We rolled out race and ethnicity allyship training in the UK, focusing on key themes from our 'How to be a better ally' booklet authored by members of our Race and Ethnicity Network. The sessions were delivered by an external facilitator and included face to face discussions on allyship and challenging non-inclusive behaviour.

We're a member of Legal Core in the UK, supporting its mission to increase the representation of ethnic minority individuals in private practice and create a fundamental shift across the legal sector by working collectively.

[10,000 Black Interns programme](#)

[Legal Core](#)



LGBTQ+ inclusion

We're committed to LGBTQ+ equality and seek to provide a safe and inclusive environment for our people, regardless of where they work.

We have been recognised as a Stonewall Top Global Employer for six consecutive years, and we have local relationships with external LGBTQ+ organisations across Asia, Germany, Italy, the Netherlands and the UK.



6 years

consecutively as a Stonewall Top Global Employer.

Social mobility

We place great value on widening access to the legal profession and career opportunities. We run a variety of programmes to give students experience at the firm and access to careers in law, including:

Young Talent programme

Our award-winning programme working alongside Frederick Bremer School, Walthamstow, London, is designed to raise students' aspirations through a series of ongoing, longer-term initiatives that provide access to the legal profession and wider work opportunities. The programme has been running for more than a decade.

Solicitor apprenticeship programme

We open up access to legal careers to a broader socio-economic group by offering candidates an opportunity to earn while learning. Apprentices complete a six-year programme to qualify as solicitors. They gain practical work experience and spend one day a week studying with BPP University.

Brampton Future Lawyers programme

We support students who want to pursue a career in law, in collaboration with Brampton Manor Academy Sixth Form in London. The programme offers work experience, mentoring and skills sessions over two years.

Envision mentoring programme

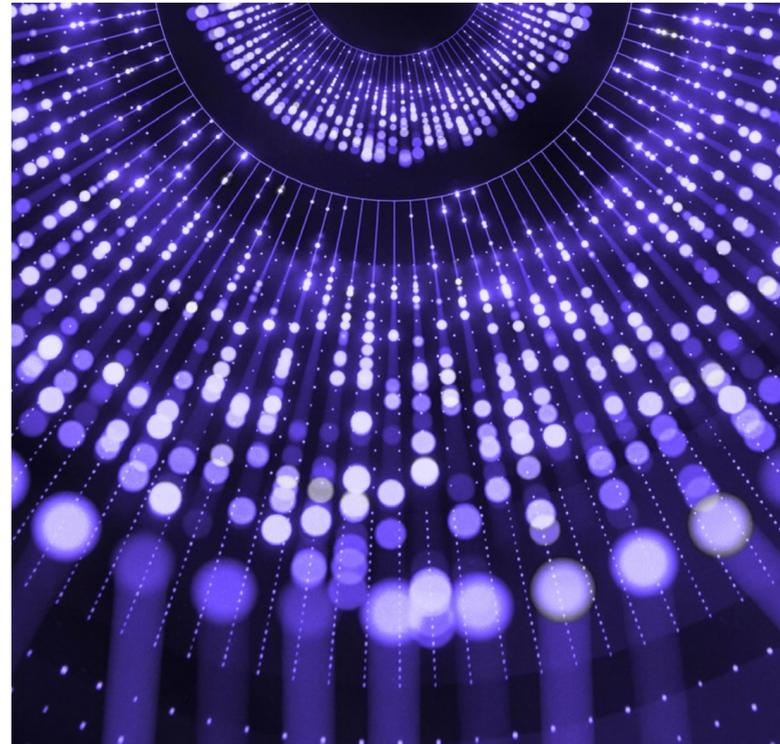
We've been working with Envision for over a decade to support young people from Redland Green school, Bristol, UK. Each year we provide 15 young people from disadvantaged and neurodiverse backgrounds with group mentoring sessions to help them develop soft skills such as creativity, teamwork, determination and confidence.



Neurodiversity

We have implemented a plan to proactively create a neuro-inclusive culture. We partnered with a provider for detailed workplace assessments, which included support recommendations for neurodiverse employees to reach their full potential. We provided firmwide training, notably to our recruitment teams to create a hiring and onboarding process that attracts and supports neurodiverse candidates.

In 2024, we hosted an intersectional event for Neurodiversity Celebration Week and International Women's Day with Dr Samantha Hiew on 'Neurodiverse Women and the Effects of Masking on Wellbeing'. We also joined a client in co-hosting a session with Professor Jason Arday to discuss neurodiversity and race.



Employee networks

We take action to achieve greater diversity and inclusion through our employee networks. These are run by our employees, providing support and a voice, which informs the direction of the firm. The activities and events are often participated and attended by clients as well as employees. In the next year we hope to continue growing our networks, in particular supporting our employees who are parents and carers.

Race and ethnicity at Simmons

Our race and ethnicity network supports our firm's objective to increase race and ethnicity diversity and representation. The network contributes to the progress of our 'race at work' action plan, which was built on the principles of the Race at Work Charter from Business in the Community in the UK. Our partner co-chairs lead the discussion to address the issues of race at work, and support our focus to achieve greater racial inclusion and equality.

Gender balance at Simmons

Our gender balance network supports progression for women and men across the firm, with chapters in Ireland, Brussels, Dubai, Germany, Hong Kong, Italy, Luxembourg, Spain and the UK. The network's objectives are to deliver internal events to promote development, retention and wellbeing, connecting people in the firm and supporting the firm's gender balance initiatives.

Social mobility at Simmons

Aims to champion social mobility, so that those from lower social economic backgrounds experience a true sense of belonging whilst working at the firm. The network provides mentoring opportunities and educational resources to help us have informed conversations and explore partnership opportunities with our clients.

Neurodiversity at Simmons

This network champions neurodiversity and works across the firm to consider and encourage change, to become more neuro-inclusive and provide an avenue for new joiners as well as parents and carers who may need support.

Religious networks

We have three religious networks, covering Christian, Jewish and Muslim faiths. Each network brings together colleagues who have an interest in that faith, offering socialising and learning opportunities. They also mark key events and festivals throughout the year.



LGBTQ+ at Simmons

This network raises the profile of LGBTQ+ inclusion in the firm and provides practical assistance in addressing LGBTQ+ issues. As well as providing opportunities for colleagues to connect virtually across the firm, it also offers mentoring for trainees who wish to be paired with a mentor who is also from the **LGBTQ+ community**.



Co-creating and co-chairing the Neurodiversity at Simmons network has been a rewarding and insightful experience; from connecting with colleagues to building creative opportunities that educate and positively impact all our colleagues. I'm proud that the network is diverse in location, levels of seniority, and connections to neurodiversity and that we are all united in advancing a more inclusive work environment and world.

Erika Pagano

Head of Legal Innovation and Design



UK pay gap analysis

In the UK, our largest country presence, we conducted a pay equity analysis, examining gender, race and ethnicity, along with other demographic factors.

For gender, our mean employee pay gap in 2023 was 20.89%. Although this is consistent with the UK legal sector, we acknowledge it is higher than the national average, and we're far from satisfied.



20.89%

mean employee pay gap in 2023.



-1.66%

mean employee pay gap for ethnicity in 2023.



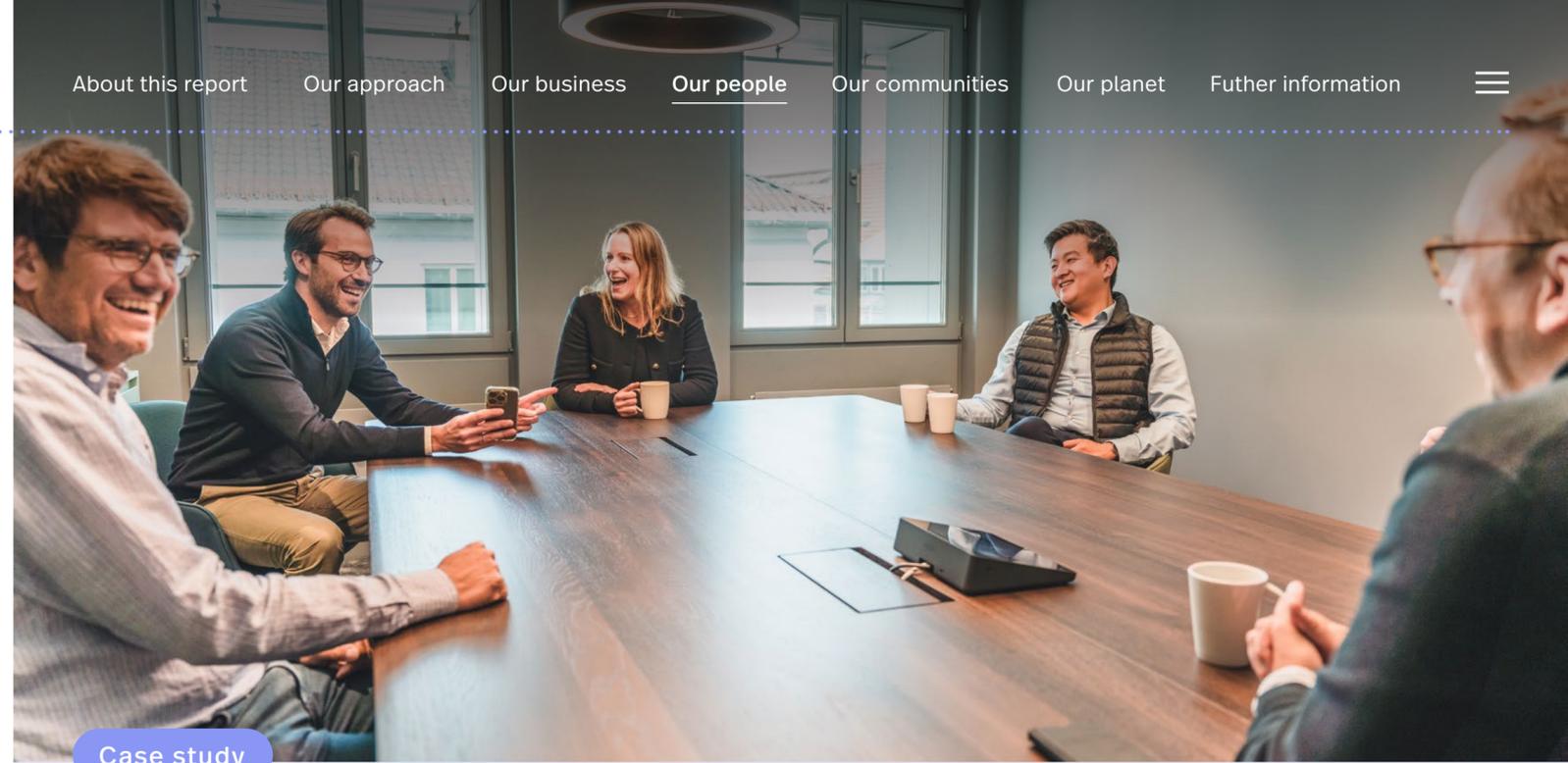
Our plans to close the gap include:

- Identifying targets for female representation in senior roles.
- Active collaboration with recruitment agencies that allow us to engage with a broad spectrum of talent.
- Partner Sponsorship Programme to support managing associates in their journey to becoming a partner.
- Gender balance plans tailored to each practice area.
- Listening to our gender balance committees and networks to build an inclusive culture and inform our strategy.
- Collaborating with clients on shared objectives and improving gender balance.

For ethnicity, the mean employee pay gap in 2023 was -1.66%. Although this means there is little to no gap, we acknowledge there are ongoing challenges that we need to address, and we remain committed to our continued improvement in this area.

Our plans include:

- UK targets for ethnic minority representation at each career level.
- Collaboration with organisations to broaden opportunities and support students from ethnic minority groups entering the profession.
- Building awareness and an inclusive culture through race and ethnicity allyship training.



Case study

Progressing DE&I in our German offices

Our DE&I policies are established at an international level, then adopted and implemented through our local offices where they are tailored to suit each office and team's needs. Our German offices in Düsseldorf, Frankfurt and Munich are focusing their DE&I strategy on gender and social mobility. Our DE&I efforts are spearheaded by Boris Strauch-Rötting, our DE&I Lead Partner in Frankfurt, who ensures that DE&I matters are brought to the partnership's attention and given the necessary platform.

The gender balance network in Germany relaunched under the leadership of Chair Stephanie Mottrott. Key highlights for 2024 included a special movie evening for our female clients in celebration of International Women's Day. Role modelling was emphasised as a vital tool for engaging and inspiring female leaders. This was showcased in one of our network discussions through a session titled "Demystifying the Way to Partnership," which highlighted the importance of mentorship, sponsorship, early involvement in business development, and a transparent career pathway.

We established a social mobility network in Germany, highlighted by our chair Sabrina Schweibert's awards nomination as 'Leader of the Year' by the organisation 'Netzwerk Chancen.' Sabrina initiated network meetings, inviting all German employees to a kick-off session aimed at breaking down barriers and addressing the crucial issue of social mobility. Leading up to this, we organised a client-focused event on social mobility, featuring the leader of Germany's largest legal sector study. This in-person event in our Düsseldorf office took a scientific approach to discussing the impact of social mobility on recruitment and retention within our industries with our clients.



GOAL 8

3 Life at Simmons

We pride ourselves on our continuous support for our people to reach their full potential, shaping a workplace with the underlying ethos “where dynamic minds thrive”. This approach allows us to come together and collectively solve some of the world’s most complex challenges while firmly placing our people, irrespective of job title, qualification, or background, at the heart of everything we do.



1 Work that matters

All colleagues have the opportunity to work on inspirational and thought-provoking projects, using their influence to create a positive impact for our clients, our people and the world around us.

2 Everyone’s voice is heard

From day one, irrespective of job title, qualification or background, all colleagues are encouraged to have an enquiring mind and share ideas to drive the firm forward. Colleagues will be part of a diverse and vibrant team from all cultures, personalities and mindsets, all with the same unwavering commitment to quality.

3 Do things you never thought were possible

Through innovative learning and development opportunities, all colleagues are provided with a platform to excel, exceeding personal and professional career ambitions.

We help our colleagues feel professionally challenged every day, equipping them with the skills to think creatively, grow personally and develop an entrepreneurial mindset. In doing so, we allow everyone to develop quality work that defies expectations.

Employee Value Proposition

Our Employee Value Proposition (EVP) is integral to attracting the right people and outlines our responsibility to ensure everyone feels valued and supported. Employee feedback played a crucial role in shaping our EVP. By listening to our colleagues through specific focus groups and engagement surveys, we gained valuable insights into what our team values most about working at Simmons. We also took into account the firm’s heritage and our strategic vision for the future. These combined insights helped us craft an EVP that truly reflects the values and aspirations of our people, as well as the talent we aim to attract.



Being a good employer is essential to building a successful business. Our people are our most valuable assets. So, we must ensure that our employees are able to get the best out of themselves in all aspects. That means we must provide good leadership, a safe and diverse culture to work in and meaningful and challenging work. I am deeply committed to fostering an environment where every individual feels empowered to contribute and grow.

Judith Roelofs
Talent and Engagement Manager

Investing in our people

Listening to and investing in our people allows us to maintain a collaborative and inclusive culture in which everyone can thrive.

Training and development

stars*

Our global soft skills academy, stars, is available to all colleagues across the firm, including both business services and lawyers.

The academy covers eight key areas of learning:

- Leadership
- Impact
- Wellbeing
- Sales
- Commerciality
- ESG
- Innovation
- Technology

Since its launch in the autumn of 2022, over 100 pieces of content have been produced and made available for our people.

Recent highlights include live sessions demystifying generative AI, large language models (LLMs) and prompt engineering. Additionally, webinars, and panel discussions covering a range of wellbeing related topics, keynotes on leadership and inclusion, and a collaboration with TED@Work.

Training and development

Career development opportunities

We launched a new online “essential people skills for line-managers” development programme for colleagues new to line-management. The six-week programme is designed to equip them with the knowledge, skills and confidence to effectively manage their direct report(s) and navigate common challenges faced by new line-managers. The development programme involves best practice guidance, interactive discussion and case studies allowing participants to put the skills into practice.



Training and development

Mentor scheme

We believe in the power of mentoring to unlock potential and drive career growth. Our new firmwide mentoring programme is designed to facilitate the matching of mentees with appropriate mentors, supplementing the informal mentor relations that naturally arise in the workplace. The firmwide mentoring programme presents a unique opportunity to learn from an experienced colleague, gain valuable insights, and develop skills in a supportive environment.

Training and development

Internal promotions

Our policy is to encourage internal promotions and hiring for advanced positions before advertising externally. We offer full-time employees up to four paid days of professional development in a single year, as well as 30-35 paid days off as annual leave (including bank holidays).



4 days

of paid professional development.

Benefits and rewards

Wellbeing fund

From listening closely to our colleagues, we have introduced our wellbeing fund. All of our employees are allocated their own individual fund each year to claim for a range of products and services that help support and enhance their wellbeing.



Benefits and rewards

Employee assistance policies

We have a number of supportive policies in place for our people, which aim to create a safe, inclusive, and productive environment.

These policies include:

- **Back-up care:** Our employees can access six free sessions each year to support childcare, school holiday cover and back-up adult and elder care.
- **Employee Assistance Programme:** Our people can access specialist support with qualified professionals through this programme. Such as free 24/7 confidential phonenumber for emotional, financial, and legal support, unlimited mental health support and unlimited remote GP appointments. We also provide digital health support including nutritional consultations, personal training sessions, physiotherapy and more.
- **Hybrid working:** A policy which supports our people working from home two days a week.
- **Remote Working Policy:** Understanding that life needs flexibility, our people can work from anywhere internationally for up to four weeks annually.
- **Mini International Secondment Policy:** This allows individuals to spend two weeks a year working from another of our offices to help them better connect with colleagues across our firmwide network.

Benefits and rewards

Sports clubs

Regular physical activity can be incredibly beneficial to our mental health. We have a number of sports teams in our international network, which we encourage employees to take part in.



Our communities

- 37 Highlights / next steps / long term goals
- 38 Pro bono
- 41 Community impact
- 42 The Simmons & Simmons Charitable Foundation

Our communities

As a next generation law firm, we have a responsibility to use our expertise and skills to have a positive impact on our global communities. Through our global pro bono practice, Charitable Foundation and volunteering schemes, we're committed to making a tangible difference.

All our efforts are anchored in the UN SDGs to ensure alignment with global sustainability standards. We often work with partners, such as community organisations and our clients, to galvanise contributions and maximise our impact.

In this pillar

- 1 Pro bono
- 2 Community impact
- 3 The Simmons & Simmons Charitable Foundation



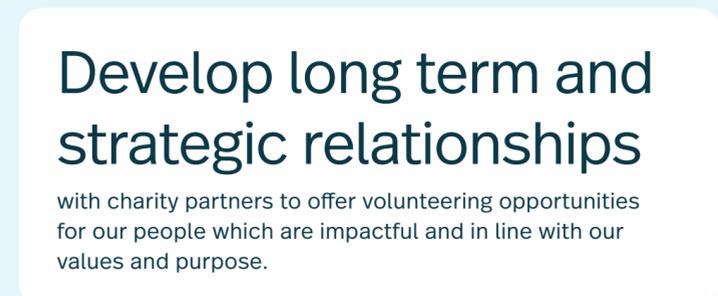
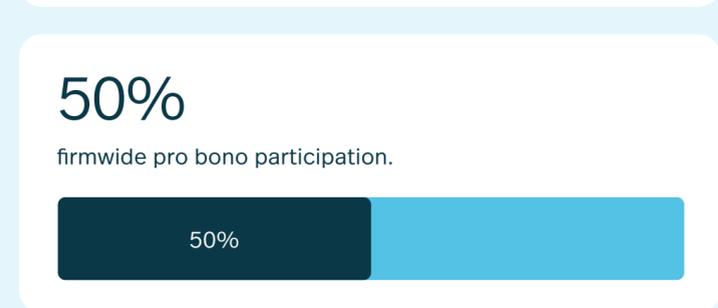
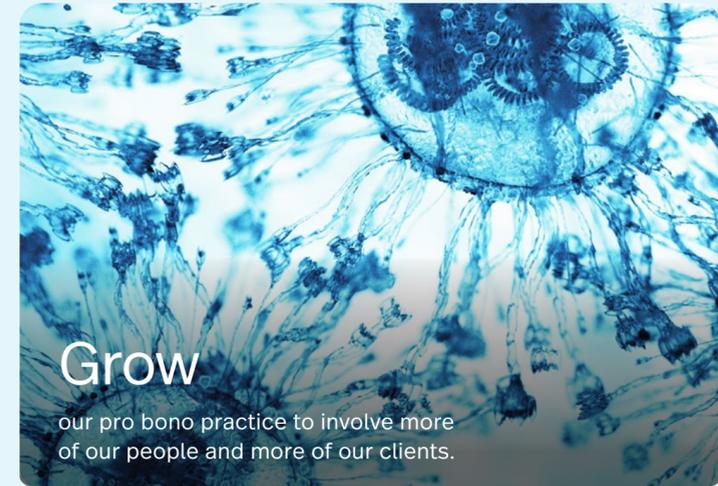
Highlights



Next steps (0-5 years)



Long term goals (5+ years)



GOAL 8 GOAL 10 GOAL 13 GOAL 16

1 Pro bono

We have a long history of providing free legal services to clients in need, and the charitable organisations and NGOs that support them. We believe, as lawyers, we have a professional responsibility to assist our communities and are committed to doing so.

Our pro bono team is made up of four full time members of staff who are wholly dedicated to managing our international practice. This includes two dedicated pro bono partner leads, who champion the practice at the senior leadership level. Alongside this, we have an International Pro Bono Committee (IPBC) made up of over 30 pro bono champions from across the network, representing our offices and departments. These champions are instrumental in encouraging pro bono work by our fee earners; they facilitate opportunities and develop relationships to maximise the impact of our practice. The IPBC meets monthly to discuss the progress of the practice and how we can drive engagement and maximise the impact of the work we are undertaking.

We continue to operate a UN SDG+ International Pro Bono Policy, which embeds the UN SDGs into our decision-making process when taking on new pro bono matters and developing pro bono relationships. Aligning our pro bono work with the UN SDGs helps us examine the firm's output, focusing on what we are achieving, as opposed to just the hours we are putting in.

We invest in and encourage our lawyers across the firm to participate in pro bono programmes, with a goal, across all our offices, for each fee earner to contribute a minimum of 25 hours each year. This aspirational target has senior level support and full commitment from the IEC and Board. In the last financial year we have seen good progress and growth in our practice, with the total

value of our contribution increasing to £4.8 million, with a significant increase in participation from our offices in Asia and Europe.

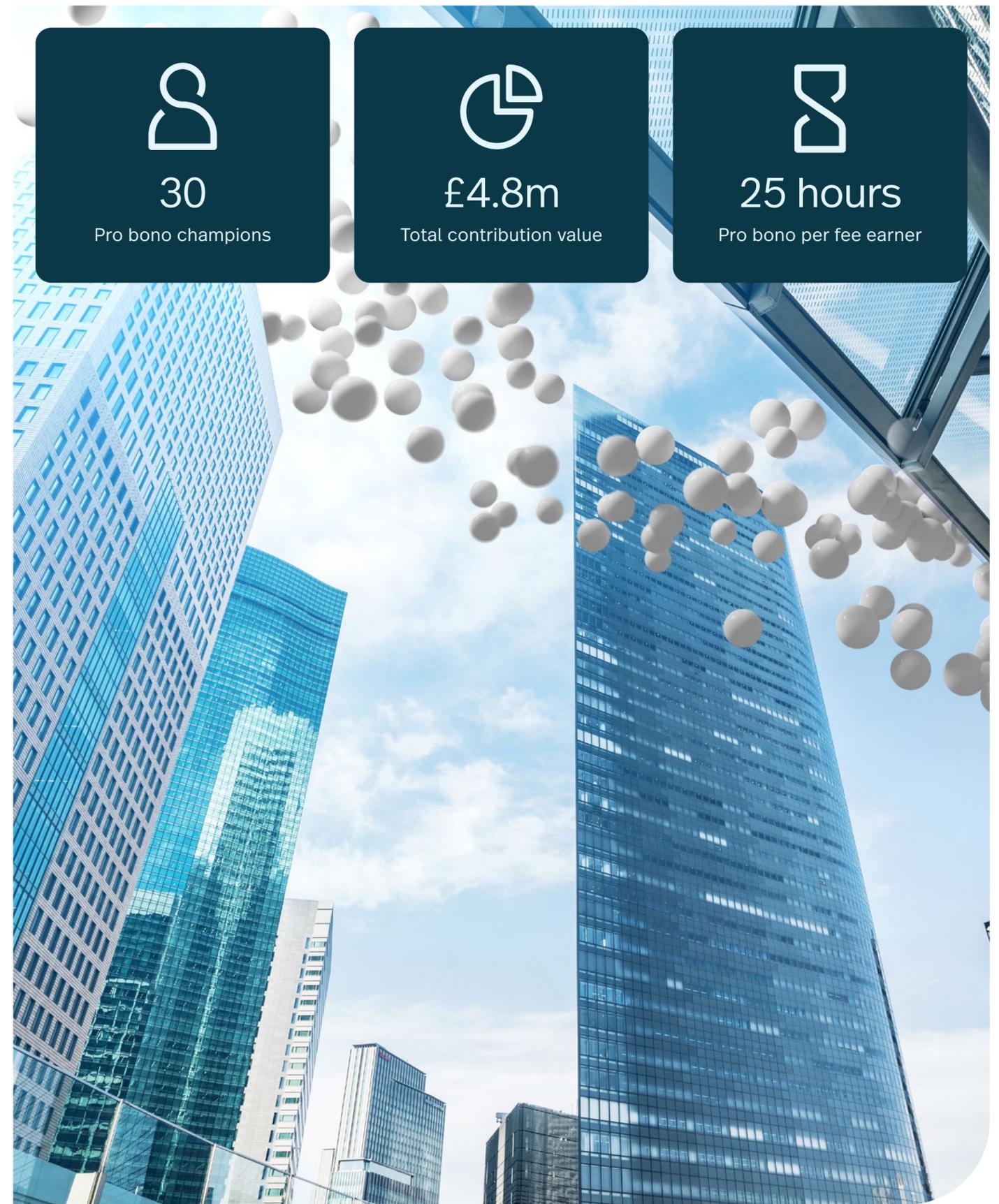
To further enhance the impact of our work, this year we piloted our skilled volunteering programme, where we use the skills of our non-legal professionals to support our pro bono charity partners and other community organisations. This pilot took place within our Wavelength team, who donated 240 hours to support three of our pro bono charity partners, delivering legal engineering solutions to help the charities scale for growth. We look forward to growing this scheme in FY24/25.



It has been another brilliant year for our international pro bono practice. Our people have, once again, gone above and beyond to deliver a positive impact to non-for-profit organisations and the people they support in the community. As our practice grows, we now look to expand our reach and involve more of our lawyers to support our pro bono charity partners.



Laura Jones
Senior Pro Bono and Responsible Business Manager



Pro bono memberships



Supporting refugees and displaced people

In FY23/24 we became signatories to the Global Refugee Forum Legal Community Pledge. The aim of this pledge is to unite the legal community around a shared goal of working with refugees and other forcibly displaced people to advance their access to rights, justice and lasting solutions to their displacement. As part of our pledge, we committed to increasing the support we provide to refugees and displaced people. To honour this pledge we launched two new schemes:



2

New projects launched.

GOAL 10 GOAL 16

Safe Pathways to Spain

In FY23/24 we launched a new collaborative project in our Madrid office, with ACCEM, a Spanish non-profit organisation specialising in the care of refugees, illegal immigrants, and those in or at risk of social hardship.

The Safe Pathways to Spain project provides assistance by drafting applications for Afghan individuals and their family members based in Afghanistan or third countries who meet the criteria for resettlement in Spain through family reunification or humanitarian visas. We look forward to growing this project over the next year.

GOAL 10

Bail for Immigration Detainees

In collaboration with several other firms, we partner with Bail for Immigration Detainees to deliver legal services to individuals in immigration detention. Initially, this project was set up to support those facing deportation to Rwanda. Our team assisted individuals with making first-tier tribunal bail applications, and provided support during the first-tier tribunal hearing. Due to the imminent threat of removal, these immigration bail applications were extremely urgent, and required a quick turnaround. We're pleased to confirm that during this phase of the project, all applications were successful and all clients were released.

When the Rwanda scheme was cancelled, the project moved into a second phase, the Adults at Risk Partnership Project. Immigration detention is harmful to people, and as such obtaining bail is critical for many detainees, who often have a host of vulnerabilities and mental health issues. Many detainees speak little to no English and being detained is a scary experience, particularly where they have had bad detention experiences in the past. Our volunteers continue to provide support by drafting grounds for bail for clients and supporting the client through their hearing.



Our volunteers have been working on cases for individuals who had to flee Afghanistan due to being persecuted by the Taliban Government. In one case, our volunteers prepared two asylum applications for family members who are refugees in Pakistan because one of them worked for the Afghan government's secret services before the Taliban's return. Although the Taliban announced amnesty for all those who worked with the previous government, the Taliban are still searching for members of the former government's armed forces, specifically employees of the National Security Department; unfortunately, many of them end up losing their lives. I want to thank all our volunteers on this project who generously dedicate their time and effort in preparing these applications.



Jesus Gimeno
Counsel, Employment



Our client described how the assistance they received seemed like a lifeline during one of the most difficult times of their life. This response served as a tremendous reminder of how important our work is. By offering legal assistance and advocacy for those in immigration detention, the project not only helps people navigate difficult legal issues, but it also contributes to the larger struggle for fair and compassionate treatment of all detainees.



Ridhima Grover
Paralegal, Banking



Justice for prisoners

Providing pro bono support to prisoners is a vital part of ensuring justice, upholding human rights, and maintaining the integrity of the legal system. As such, this year we expanded our pro bono offering regarding justice for prisoners by launching two new projects in this area.

GOAL 10

Prisoners' Advice Service

In partnership with the Prisoners' Advice Service, our team of 30 lawyers provide free legal advice and support to adult prisoners throughout England and Wales regarding their legal, human and healthcare rights, conditions of imprisonment and the application of Prison Law and the Prison Rules.

GOAL 10

Not Beyond Redemption

In partnership with Not Beyond Redemption, our team of volunteers from our Bristol office provide free Family Law advice and representation to mothers in prison (or who have recently left prison) to assist in re-establishing the fundamental relationship between mother and child. Our services can sometimes be as simple as writing a letter, or they can be more intensive—for example, when court proceedings are involved.



I met two mothers yesterday. That's not unusual, given I have two girls myself. The difference yesterday was that I met those mothers at HMP Eastwood Park as part of our partnership with Not Beyond Redemption, a charity which works to support mothers in prison to re-establish or maintain their relationship with their children. The experience was thought-provoking, eye-opening and emotional. It is so easy to make sweeping judgments in the abstract, but things often seem different when sitting face to face with another human being. I was reminded that sadly a stable happy childhood is not a given for so many. I feel hugely motivated to do what I can in the weeks ahead to try to make a positive difference to the children involved in such a difficult set of circumstances.



Sarah Hayes
Knowledge Lawyer, Employment



Climate change

We continue to grow our practice with a focus on providing pro bono support to organisations tackling climate change.

GOAL 10

GOAL 13

Legal Response International

International negotiations under the UN Framework Convention on Climate Change (UNFCCC) are among the most complex multilateral law and policymaking processes. Negotiators from poor and climate-vulnerable developing countries can struggle to follow technical jargon, legal principles, and procedural norms; in negotiations they are regularly outgunned. Legal Response International (LRI) provides free advice during negotiations to create a more level playing field.

The Bonn Climate Conference took place in June 2023 and LRI invited one of our trainees to attend with them as a liaison officer. She provided valuable pro bono support to clients and connected with numerous scientists and lawyers. This enabled her to provide effective support to LRI's clients.

In November 2023, COP28 was held in Dubai and another of our trainees was invited to attend as part of the LRI delegation.

We also continue to provide support through the LRI 'situation room', which is hosted in our London office. Our volunteers provide legal research assistance in response to questions raised at the summit.



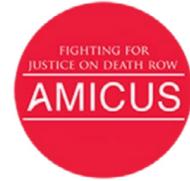
I volunteered with LRI at COP28 in Dubai to provide pro bono support to delegates from developing countries, which included conducting research into queries arising out of the negotiations. I enjoyed engaging with passionate advocates and through this experience, I gained invaluable insights into the complexities of international climate negotiations and the pivotal role of legal expertise in advancing climate action. This experience reinforced my belief in the importance of supporting climate change organisations on a pro bono basis as part of our collective commitment to environmental sustainability and social responsibility.



Vanessa Chan
Associate, Disputes and Investigations

Pro bono partnerships

We're proud to work with many amazing pro bono partners, supporting their impactful work internationally. These include:



Supporting

R N I B

See differently



2 Community impact

In addition to our pro bono target, our people receive one day of paid time off per year for volunteering. Activities have included tree planting, beach clean-ups and local community volunteering. There are no set rules; we want our people to choose something meaningful to them, providing the dual benefit of personal satisfaction and helping our local communities.

Frankfurt: Christmas truck convoy initiative

We participated in a Christmas truck convoy initiative, where families prepared gifts including used toys and children's clothing, among other items, for delivery to Eastern European countries. Although new items were frequently added, the primary goal was to teach their children the importance of giving up their own belongings to help those in need.

London: Beach clean 2024

To celebrate World Environment Day, a team from our London office, alongside volunteers from one of our clients, carried out a beach clean at the Gabriel Imperial Wharf beach. The aim was to help promote clean water and biodiversity on our doorstep, as litter has a huge impact on our marine ecosystem.



Hong Kong: The Peak Race 2024

In March, two teams of Simmons runners from our Hong Kong office hit the trails of the iconic Victoria Peak for the Peak Race 2024, which we're proud to sponsor for the third consecutive year. The Peak Race is organised by the incredible student-led initiative, 24 Hour Race (Running To Stop The Traffik), to raise awareness and stand against human trafficking.

Milan: In Pharmacy for Children

We organised the "In Pharmacy for Children" initiative in collaboration with the Francesca Rava Foundation, actively assisting in the collection of medicines, food and early childhood products for children in Haiti and beyond.



Bristol: Envision

Our Bristol office is proud to partner with Envision, a charity that empowers young people from disadvantaged backgrounds by developing life skills which are particularly relevant to work and employment in the Bristol, London and Birmingham areas.

This year, we're supporting three cohorts of young people as part of a mentoring programme. Our volunteers are trained as business mentors, and are working with these young people to design, develop and deliver an in-school youth social action project. Working towards key milestones, they build the essential skills and confidence to help them to succeed later in life. Over the course of the programme, our mentors have seen these young people, who were shy and disengaged, transform to such an extent that they are able to confidently present to an audience of 100 peers and judges, and execute their projects with creativity and passion.

GOAL 10

3 The Simmons & Simmons Charitable Foundation

The Simmons & Simmons Charitable Foundation (Charity Number 1129643) annually distributes £1m to charities primarily selected by our colleagues. Involving our people in the selection process ensures donations reflect their important issues and causes. The nominated charities are reviewed by a sub-committee, to ensure the chosen charities align to our chosen UN SDGs. Each office receives a proportion of the charitable funds, to distribute to local charities.

In the FY23/24 charitable foundation nomination process, the following charities received donations:

United Kingdom

Womankind	Sawbridgeworth
Save the Children	Evangelical
Barnado's	Congregational Church
Safe Passage	Prisoners Advice
International	Service
Plan International UK	Disability Recreation
All Souls Serve the City	Unity Movement
Lawyers Against	OTR Bristol
Poverty	Bristol Citizens Advice
Swallow Charity	Bureau
The Felix Project	Five Talents
	Centre33

The Netherlands

Stichting Natuur & Milieu	Stichting Sanquin
Schuldhulpmaatje	Bloedvoorziening
Stichting Leergeld	Stichting Dierenlot

Ireland

Voice Ireland
ISPCC – Irish Society for the
Prevention of Cruelty to Children

Luxembourg

Croix Rouge Luxembourgeoise
SOS Village d'Enfants
Foundation Caritas Luxembourg

Italy

Fondazione Arché
Fondazione Progetto Arca onlus

Japan

Katariba

Spain

La Misión de María
Fundación Unblock
Fundación Prodis

United Arab Emirates

UNICEF
Human Appeal

Hong Kong

Food Angel
Justice Without Borders

China

Han Hong Love
Charity Foundation

Singapore

ItsRainingRaincoats
Willing Hearts
Pro Bono SG

Germany

Bärenherz
Stiftung für
schwerstkranke
Kinder
Globolab e.V.

France

Archery Esperances
Esperances
Banlieues
Reves



Responding to global crises

In addition to the annual donation process, we recognise the ongoing need for international humanitarian assistance in the event of a crisis. In recent years we have seen a desperate need for help, caused by natural disasters and war. Each year we support those in need through our Charitable Foundation crisis fund. In 2023, the Foundation donated to:

Occupied Palestinian territory

To support those in need during the Israel-Hamas conflict, we donated **£150,000** of our charitable funds to UN OCHA (Office for Coordination of Humanitarian Affairs), Action Against Hunger and IsraAid to deliver emergency humanitarian support and aid.

 **£150,000**
donated.

Morocco

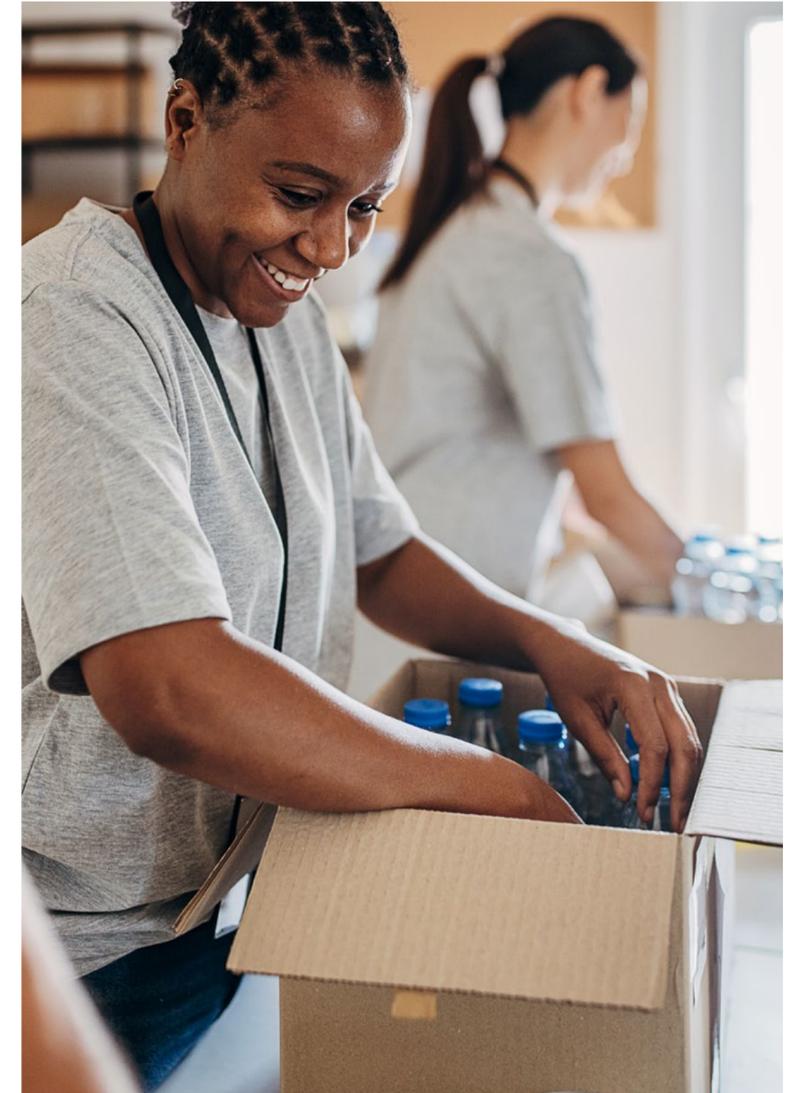
In September 2023, Morocco was hit by a 6.8 magnitude earthquake, the biggest in the country since the 1960's. Thousands were killed and more injured, with swathes of buildings and infrastructure destroyed. We donated **£35,000** to the British Red Cross in order to support their on-the-ground aid relief programme which helped to look after the survivors of the disaster.

Libya

Libya saw catastrophic flooding following a powerful storm causing dams to collapse. UNICEF estimates that 3,500 people were reported to have died with a further 9,000 reported missing. This, alongside the impacts of loss of homes, power and clean drinking water, caused huge suffering in the affected region. We supported UNICEF's Libya Floods appeal by donating **£35,000** to help fund their support and relief operations on the ground.

Sudan

A large-scale conflict erupted in Sudan in April 2023 between the Sudanese Armed Forces (SAF) and the Rapid Support Forces (RSF), leaving almost 25 million people in need. Many people have been forced to flee their homes, pushing the number of displaced people to around 12 million by June 2024. We donated **£25,000** to the International Rescue Committee to provide urgent essentials like nutritious food, clean water, sanitation facilities and primary health care to vulnerable children and families.



Matched funding

The Charitable Foundation also encourages and supports our people to fundraise for causes that are important to them. In FY23/24 £22,159 was donated via matched funding to a range of different causes, including:





Our planet

- 45 Highlights / next steps / long term goals
- 46 Climate change
- 51 Climate innovation (GreenTech fund)

Our planet

At Simmons & Simmons, we're deeply committed to environmental responsibility. We recognise the urgency and importance of strong climate and environment action and continue to take steps to reduce negative impacts and make positive contributions to our planet.

Our efforts are closely aligned to the UN SDGs to ensure we act as a force for good, for ourselves as well as our stakeholders. Through our ongoing commitment to achieving our near-term Science Based Targets, we aim to contribute to a healthier planet and a sustainable future.

In this pillar

- 1 Climate change
- 2 Climate innovation (GreenTech fund)



Highlights

30% reduction

scope 1 and 2 (location-based) emissions since 2019.

Engaged top 400 suppliers

to collect more accurate emissions data.

5,171 tCO₂e reduction

in supply chain emissions.



ISO 14001:2015

awarded to our London and Bristol offices.

92%

of waste diverted from landfill.

GreenTech fund

£100,000 of legal support awarded to five start-ups.

Next steps (0-5 years)

Further increase energy efficiency

in offices, including switching from natural gas in to electric heating.

Phase out

current refrigerants and switch a portion of our natural refrigerants.

Engage the next 80 suppliers

and implement a supplier engagement tool.



Educate

through the Green Room, our international global network to connect our people.

Long term goals (5+ years)

Remove

all company cars.

Full supply chain engagement,

reaching 400 suppliers by 2028.

60% reduction

in business travel by 2030.

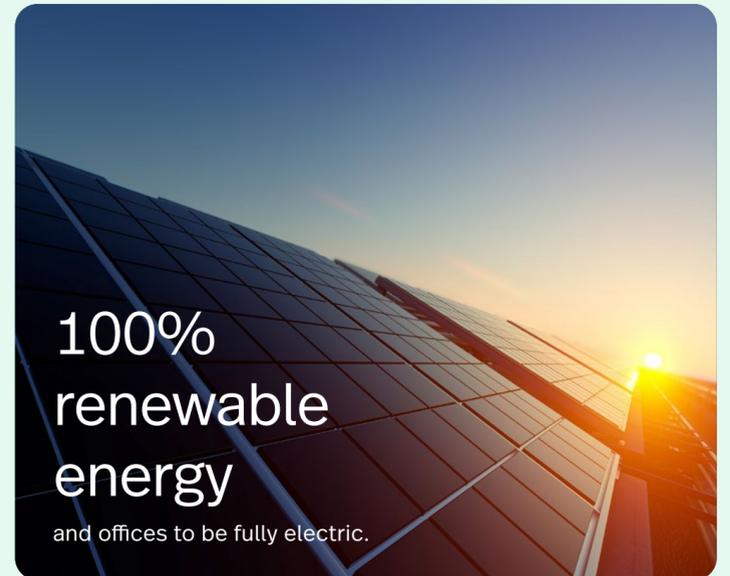


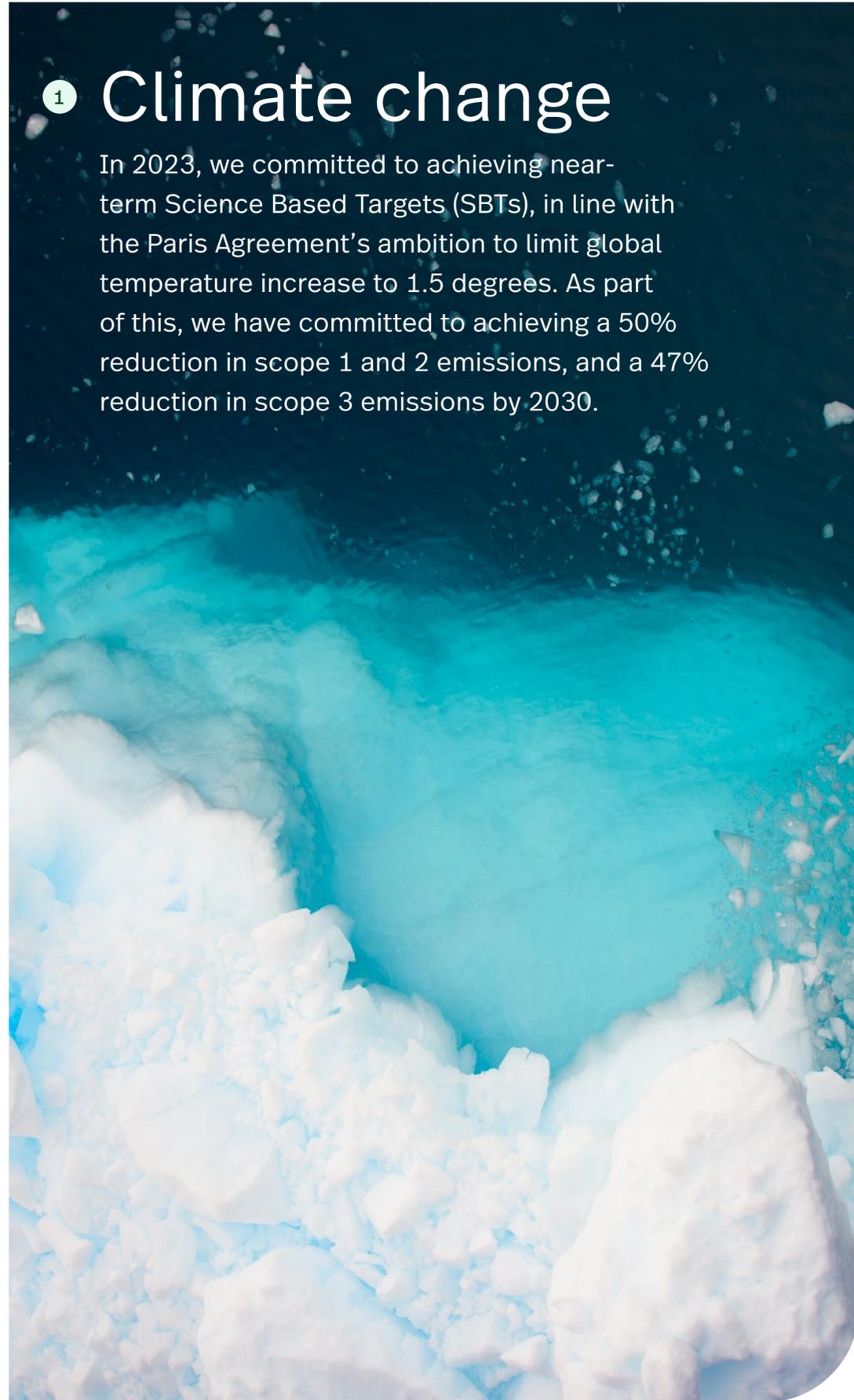
100% renewable energy

and offices to be fully electric.

Engagement

hosting events, promoting volunteering and sharing best practice.





1 Climate change

In 2023, we committed to achieving near-term Science Based Targets (SBTs), in line with the Paris Agreement’s ambition to limit global temperature increase to 1.5 degrees. As part of this, we have committed to achieving a 50% reduction in scope 1 and 2 emissions, and a 47% reduction in scope 3 emissions by 2030.

From our 2019 baseline, we’re committed to:



50% reduction
in scope 1 and 2 emissions by 2030.

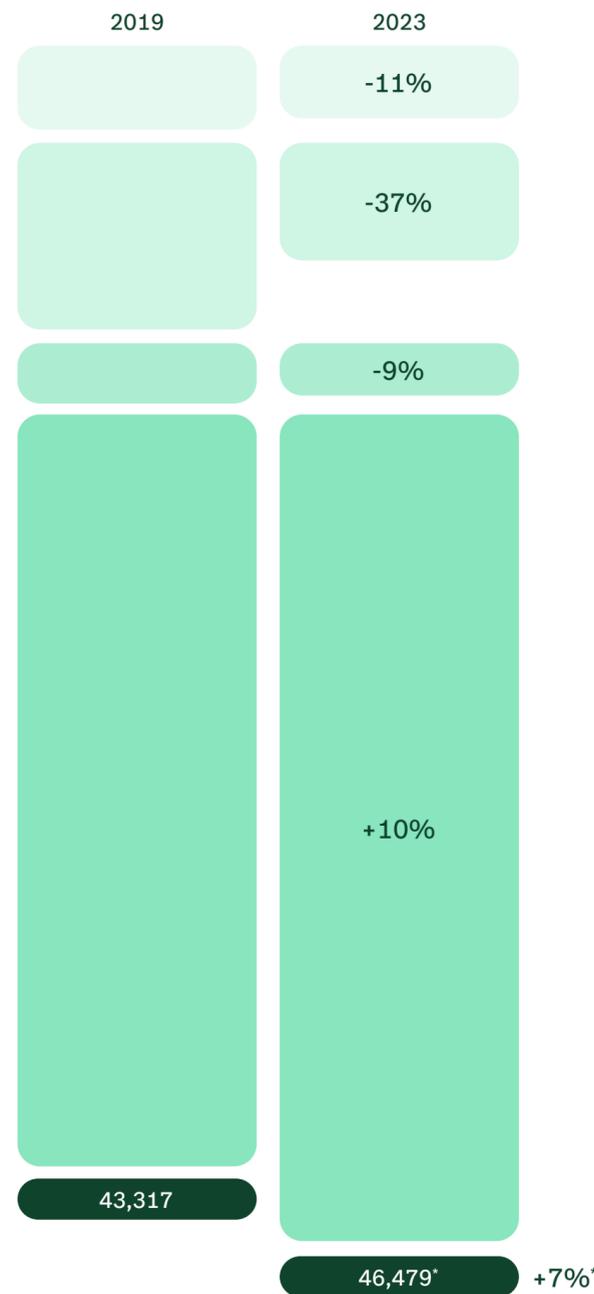


47% reduction
in scope 3 emissions by 2030.

Our progress so far

We’re reporting on 2023 emissions data in this report. Our data shows our overall Greenhouse Gas (GHG) emissions footprint for 2023 was 46,479 tCO₂e, an increase of 20% compared to the previous calendar year and 7% increase against the 2019 baseline.

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)
- Scope 3
- Total (tCO₂e)*



We recognise the ongoing challenge of growing responsibly whilst reducing our carbon impact. Our 2023 figures reflect an increase in carbon emissions compared to 2022. Despite this, we remain on track to meet our firmwide 2030 targets. Scope 1 and 2 (location-based) emissions have been reduced by 30% against our 2019 baseline. This reduction is attributable to both our increased procurement of renewable energy and the upgrade of lighting in some of our offices to LED with presence detection, to reduce electricity consumption.

FY23/24 marks the third year we’ve reported our full scope 3 emissions, and this year we have shown a 7% increase from our 2019 baseline. The rise is largely due to the company’s growth, including an increase in both the number of employees and the suppliers we engage with. As we expand, it’s crucial to manage this growth responsibly and work closely with our suppliers to bring them along on this journey with us. The majority of our scope 3 emissions come from purchased goods and services and capital goods, highlighting the importance of collaborating with our supply chain to gather accurate data and make necessary reductions.

We continue our efforts to reduce our carbon impact, and as such, in 2023 we introduced our Supplier Code of Conduct as well as launching our supply chain engagement process. The latter facilitates us to receive valuable feedback from our suppliers, as well as allowing for more accurate data collection, and reduce our overall emissions.

Looking ahead, we’re committed to setting long-term SBTs and establishing a net-zero carbon ambition year.

*Total using scope 2 (location-based) emissions.

*This figure is not final and does not reflect the accurate emissions data that we will obtain after engaging with our suppliers in 2025.



Business travel

Business travel contributes a significant portion of our total GHG emissions. Our 2023 figures show emissions from our business travel have increased in comparison to our 2022 data, but still show a reduction from our 2019 baseline. Emissions associated with air travel accounted for 79% of total business travel emissions in 2022, as many countries reopened to international travel post-COVID-19. We continue to closely monitor and manage our business travel, and the associated emissions to meet our SBT.



As an international law firm, reducing travel is challenging, yet we have amended our travel policy to encourage sustainable transport and will continue to refine it. In our supply chain, a major part of our footprint, we have engaged with top suppliers to achieve more accurate emissions data and will continue this engagement to further reduce emissions.

Ariadna Andrino
Environmental, Health and Safety Manager



In 2023 we made amendments to our Global Travel Policy, which included introducing stricter clauses regarding business travel to reduce our emissions associated with travel. For example, some of our clauses included:

Only travelling when necessary and unavoidable and where the business objective can be met by audio or video conferencing, this should be adhered to.

Rail travel should be used as the preferred mode of transport for trips up to three and a half hours.

The environmental impacts of all proposed journeys are to be considered by relevant group heads.

Our Global Travel Policy is updated every two years to ensure the clauses remain stringent and keep us on track to meet our 2030 goal. We recognise this is an ongoing challenge and we're exploring multiple initiatives to reduce emissions.

One such initiative is consolidating our business travel reporting across jurisdictions through a central travel management company, allowing us to collate more accurate data, identify hotspots and make necessary reductions.



79%

air travel accounted for 79% of total business travel emissions in 2022.



Energy

Our 2023 data shows our electricity-related emissions increased by 5% from 2022. However, overall emissions reduced by 37% from our 2019 baseline. These emissions reductions are due, in part, to five of our seven highest electricity consuming offices moving to renewable energy sources, as well the decarbonisation of a number of the national grids in the jurisdictions in which we operate. We have also updated a sizeable percentage of our lighting to LED with presence detection, ensuring that lights switch off automatically when areas are not occupied. We continue our journey to switch all of our offices to be powered by renewable energy, as well as improving their efficiency.

From 2019
-37%



From 2022
+5%



Electricity-related emissions

Overall emissions

Water and waste

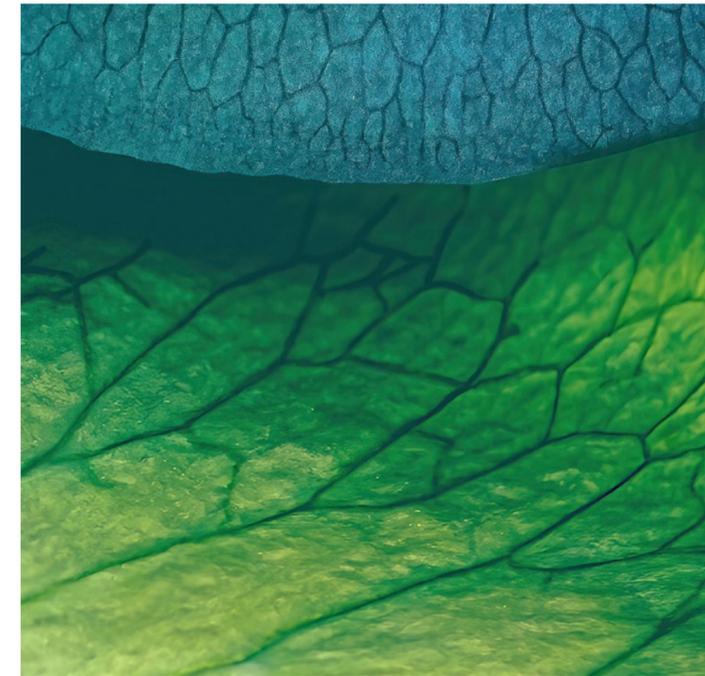
In 2023 our total water usage was 42,564 m3. We regularly monitor and record our water usage but have yet to set reduction targets.

In this reporting year, we diverted 92% of waste from landfill, and we continue to work with our offices to report accurate waste data and reduce our waste. Our waste production increased by 7% since last year, largely due to growing as a firm and the number of employees. We recognise waste data is not always easily accessible in all locations (due to landlord control) and therefore some of the data we collate still relies on industry estimates.

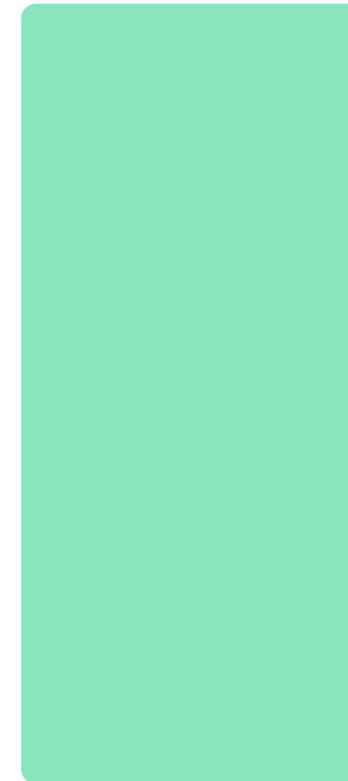
In 2023, our Hong Kong, Singapore and Paris offices implemented waste sorting systems, enhancing recycling efforts by targeting specific items. In our London office, we introduced a more sophisticated waste management system, where office waste is weighed and reported accurately, rather than relying on estimated waste data through the landlord.

The Green Room, our firm wide environmental sustainability employee network, celebrated Earth Day this year by launching a new Waste Management Awareness Campaign in our Bristol and London offices. As part of this campaign, initiatives to improve recycling included clearer labelling on bins and an interactive activity to educate employees on best practice waste management. We have eliminated single-use plastics in both offices, saving over 9,600 takeaway containers, 20,800 coffee cups, and 25,000 pieces of cutlery annually. Additionally, we replaced our bin labels with clearer, easier-to-read versions to encourage better recycling practices.

Where waste is unavoidable, we strive to implement best practice waste recycling facilities and effective waste segregation to minimise our waste as much as possible.



23 / 24
-92%



Waste sent to landfill

From 2022
+7%



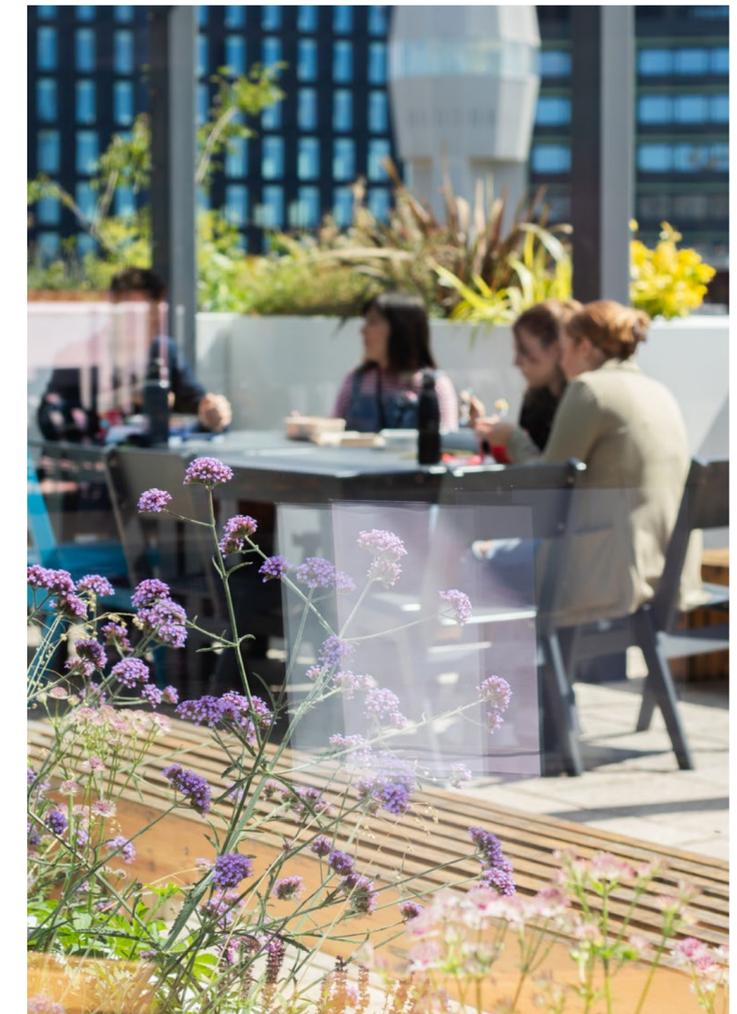
Waste production

Green buildings

We continue to implement sustainability criteria when considering buildings to lease. This includes leasing buildings with green certifications.

- Dusseldorf **LEED platinum**
- Shanghai **LEED platinum** **LEED zero waste**
- Dublin **LEED gold**
- Frankfurt **LEED silver**
- Amsterdam **BREEAM excellent**
- Bristol **BREEAM outstanding**

This year, our London and Bristol offices maintained their ISO 14001:2015.





Supply chain engagement

This year, we initiated supplier engagement by reaching out to our top 400 suppliers to obtain more accurate GHG emissions data. In our first year of engagement, we received 66 responses. These responses, along with the publicly available data from suppliers that had completed the Carbon Disclosure Project (CDP) questionnaire, have helped us gather more accurate supplier data. Our goal for 2025 is to obtain responses from at least 80 out of our top 400 suppliers. From this initial engagement, we have seen a reduction of 5,171 tCO₂e in our overall footprint.

Our top 200 suppliers account for 53% of our overall footprint, with the top 20 suppliers contributing 24%. As we continue on our journey, we aim to increase engagement with our supply chain to enhance transparency about their GHG emissions, in line with our environmental objectives to achieve our SBTs.

We will continue to engage with our suppliers annually to report the actual emissions associated with their products or services, and sharing this data allows us to reduce our scope 3 footprint.

5,171 tCO₂e

reduction in carbon exposure through supplier-specific emissions data.

12%

reduction equivalent in carbon exposure across Simmons' whole supply chain.

Additionally, our Supplier Code of Conduct covers environmental issues, such as energy consumption, waste management and carbon reduction as well as our supplier due diligence system and tool.

People engagement

Our commitment to sustainability and environmental stewardship is deeply embedded in our culture. We believe in fostering a workplace where our employees are encouraged to contribute to environmental preservation. We continue to implement mandatory environmental inductions for new joiners as part of their onboarding process as well as encouraging involvement in our firmwide environmental sustainability network, known as the Green Room. The network offers colleagues a chance to engage in firmwide environmental efforts, exchange best practices, attend events related to environmental action.

This year, the Green Room screened 'Save our Wild Isles: The Nature of Business' in our London office, followed by a panel with guests from WWF, National Trust, RSPB, and our partners. We also participated in Earth Hour, turning off non-essential lights for one hour to show our commitment to the planet.



stars^{*}

Our stars academy further engages our people in environmental learning through podcasts, courses, and TED talks. Key topics covered included:

[The ESG Mosaic](#)

[The ESG ABC](#)

[Seas of Opportunity: Navigating the Blue Economy](#)

[Supplier due diligence system](#) ↑

[Supplier Code of Conduct](#) ↗

Environmental initiatives from around the world

Throughout 2023, our offices embraced being environmentally responsible through a diverse range of initiatives. These efforts underscore our ongoing dedication to minimising our carbon footprint and contributing positively to the planet.

Hong Kong focused on enhancing their recycling system, including the recycling of seasonal decorations such as Christmas trees and Chinese New Year flowers. Additionally, they improved the disposal of kitchen residuals, including coffee grounds, food waste, used capsules, cans, and plastic containers.

Singapore followed suit by introducing recycling initiatives for coffee capsules, plastics, and metal cans.

Paris implemented a selective sorting system, facilitating streamlined recycling processes in subsequent stages.

Amsterdam upgraded ground floor lamps to 35W LEDs from 70W, reduced printers from 14 to 10, and by switching to MAAS coffee, enabled a donation of 4,730 litres of water to MadeBlue. This is due to MAAS's Policy of matching the water consumed with donations to lower-income communities.

Milan launched waste separation for recycling and minimised lighting usage by turning off lights overnight, disabling HVAC on weekends, and installing bathroom light timers.



4,730 litres of water

donated to lower-income communities via MadeBlue.



London participated in a beach clean-up at Gabriel Imperial Wharf beach in collaboration with Barclays, enhancing local biodiversity and water cleanliness. They also introduced a digital emissions strategy, offering guidelines to reduce digital emissions for clients, suppliers, and employees.



336 trees planted

in 2023 in Malawi.

Frankfurt supported reforestation by planting a tree in Malawi for every fruit basket ordered, totalling 336 trees in 2023, and donated leftover fruit to local organisations like Tefal food bank or Frankfurt Zoo. They also reduced emissions and supported local businesses by sourcing beverages and catering locally. Business service and support employees were also offered a free Deutschlandticket for rail travel, promoting the use of public transport.

Luxembourg was chosen for the Biodiversity Action Lab by IMS Luxembourg and the Ministry of the Environment, Climate and Biodiversity. As one of ten selected organisations, they are aiding in achieving the National Plan for Nature Protection, crafting business-specific nature strategies, creating indicators for biodiversity in green spaces and buildings, and boosting stakeholder collaboration and knowledge exchange.

Offsetting

Since 2006, we have been involved in offsetting projects, demonstrating our long-standing dedication to environmental stewardship. We have therefore decided to be ambitious and commit to achieving near-term Science-Based Targets (SBTs) by 2030. As the firm grows, industries and markets evolve, and we aim to set longer-term targets. We're currently in a period of review to determine how we can most effectively impact our environment and do the right thing. Looking ahead to the next reporting year, we're exploring options for partnerships and projects where we can champion our purpose.



Frameworks, standards and reporting, memberships, certifications

- UN Global Compact
- CDP
- Ecovadis
- ISO 14001
- 1.5 charter
- Energy Savings Opportunity Scheme (ESOS)
- Streamlined Energy and Carbon Reporting
- TCFD
- Legal Sustainability Alliance



2 Climate innovation (GreenTech fund)

2024 marked the third year of the GreenTech fund, which awards £100,000 of legal support to five start-ups driving positive change. We focus on emerging climate-tech and clean technology organisations that are working to mitigate the climate and biodiversity emergencies through innovative solutions and renewable energy initiatives.



GreenTech fund

The winners of the 2024 GreenTech fund – Electron, Minimass, Mykor Ltd, and Rare Earth Global—were selected through a rigorous application and interview process. These businesses have developed solutions to address a wide range of challenges, from decarbonising the construction sector and the hemp supply chain to unlocking the potential of renewable energy. Each of the four selected companies will receive legal support from us valued at £25,000.

£100,000

of legal support donated to selected companies.

This initiative is a testament to the firm’s ongoing commitment to supporting sustainable and innovative start-ups that are tackling today’s most pressing environmental and biodiversity challenges.

Rob Allen, a partner who played a key role in sponsoring the initiative, expressed excitement about the forthcoming collaboration with the winners. He emphasised the firm’s readiness to handle the legal complexities, allowing these innovators to concentrate on their crucial work.



Our team is on the edge of our seats, eager to join forces with our new cohort. We’re committed to facilitating their journey towards achieving their goals and making an impact. We’re also hopeful that the success stories of our GreenTech fund winners will ignite a spark in others, encouraging the creation of equally inventive solutions to tackle the pressing climate and biodiversity crises.



Ali Crosthwaite
Partner, Real Estate

Electron

Electron is a provider of marketplace software for flexible and distributed energy, accelerating the shift to Net Zero by unlocking the potential of renewable resources.



Minimass

Minimass™ is pioneering low-carbon, cost-effective, 3D printed concrete beams to reduce the carbon footprint of the construction industry.



Mykor

Mykor is a biotechnology and advanced materials company, producing insulation panels from industrial waste and mycelium through 3D printing.



Rare Earth Global

Rare Earth Global is a climate tech venture that is creating a hemp supply chain platform, delivering decarbonised products derived from hemp plants for industrial and consumer needs.





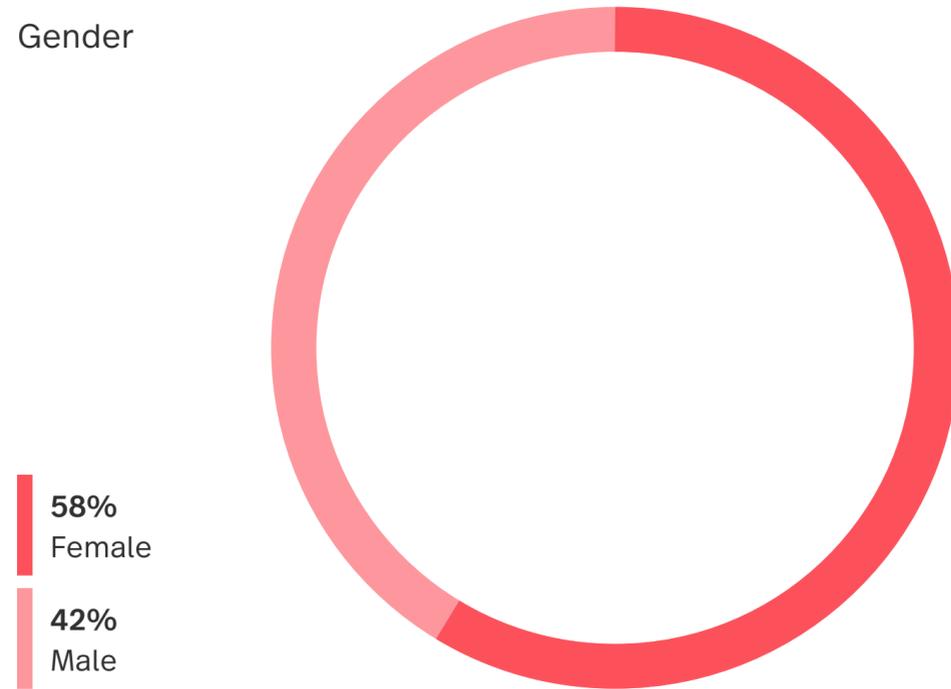
Futher information

53 Key data: our people

54 Glossary

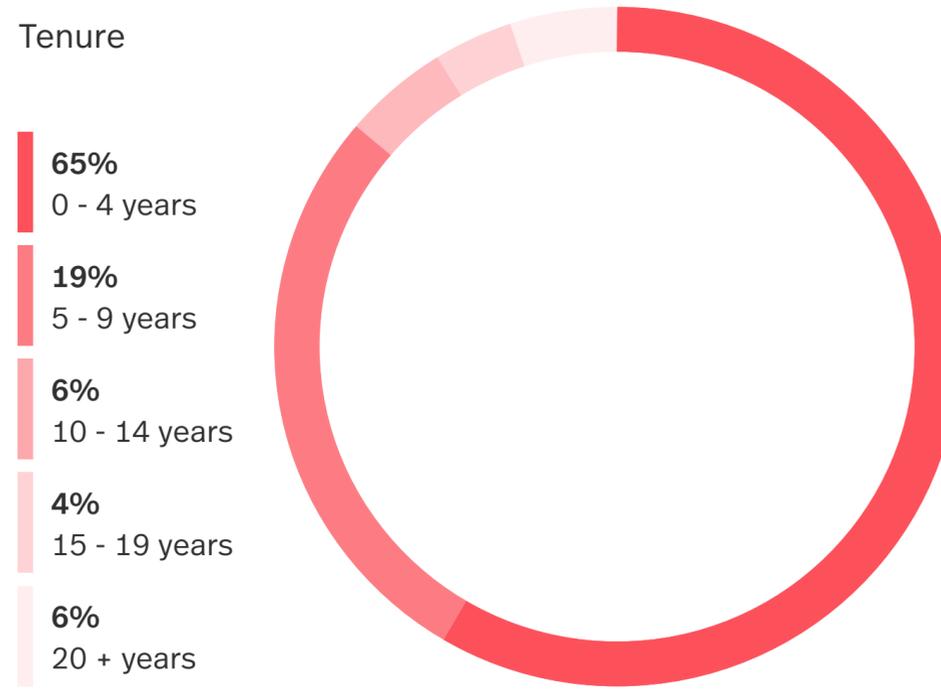
Key data: our people

Gender



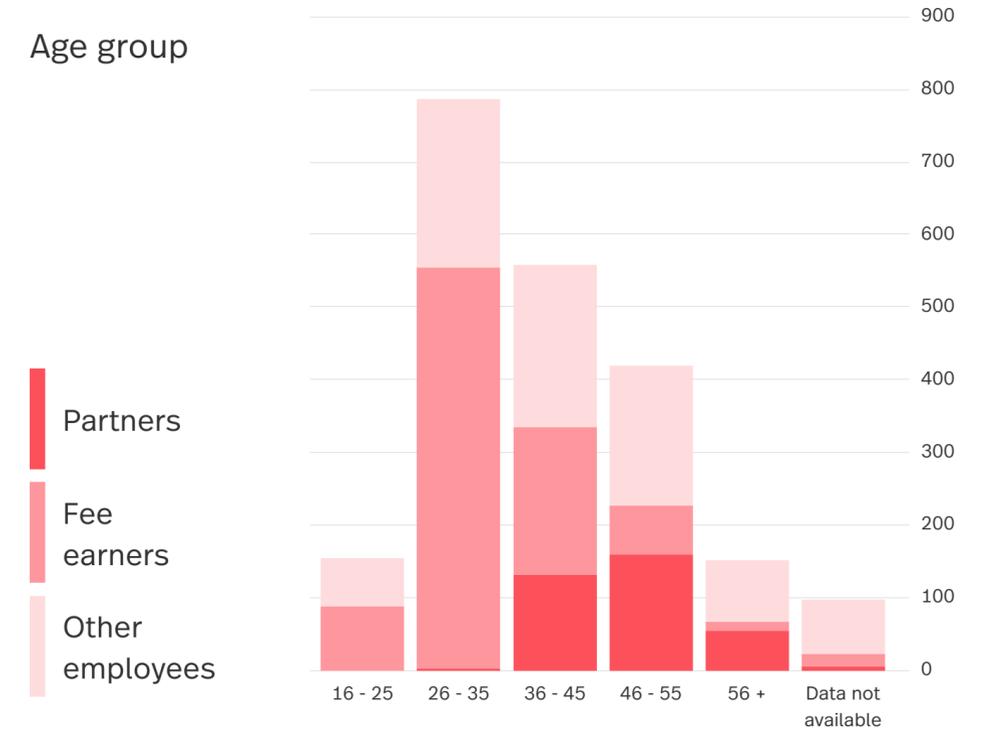
Region	Female	Male	None	Total
Asia	117	61	26	204
Europe	404	299	62	765
Middle East	28	21	4	53
UK	662	490	3	1,155
US	4	0	0	4
Total	1,215	871	95	2,181

Tenure



Service Years	Fee Earners	Business Services	Partners	Count
0 - 4	972	723	110	1,805
5 - 9	216	218	88	522
10 - 14	59	51	51	161
15 - 19	31	38	30	99
20+	27	83	61	171
Total	1,305	1,113	340	2,758

Age group



Age	Partners	Fee earners	Other employees	Total
16-25	0	91	69	160
26-35	2	556	225	783
36-45	121	204	233	558
46-55	161	67	188	416
56+	49	16	89	154
Data not available	6	60	31	97
Total	339	994	835	2168



Glossary

Biodiversity

The World Wide Fund for Nature (WWF) defines biodiversity as all the different kinds of life found in one area—the variety of animals, plants, fungi, and microorganisms that make up our natural world. Each of these species and organisms work together in ecosystems to maintain balance and support life. Biodiversity supports everything in nature that we need to survive: food, clean water, medicine, and shelter.

Carbon Net Zero

To achieve this status, businesses must reduce company-wide and value-chain carbon emissions in line with limiting warming to 1.5°C. This consists of setting near- and long-term SBTs. Once these targets have been achieved, the residual emissions must be balanced through purchasing carbon removals (to remove the remaining carbon dioxide from the atmosphere).

Carbon Neutral

This status can be achieved by balancing carbon emissions with an equivalent amount of carbon offsets that avoid or remove emissions. This is normally obtained by investing in carbon offsetting projects. The key difference between carbon neutrality and carbon net zero is the emphasis on reduction in relation to Net Zero.

DE&I

An acronym for diversity, equity, and inclusion (DE&I). The term is used to describe three core values that underpin our approach, as a firm, to meet the needs of people from all walks of life. Importantly, DE&I promotes the fair treatment and full participation of all people, particularly those people from groups who have historically been underrepresented or subject to discrimination based on identity or disability.

ESG

Stands for Environmental, Social, and Governance, representing key factors used to evaluate a company’s sustainability and ethical impact. Environmental factors encompass a company’s ecological practices, while the social aspect involves its interactions with society and employees. Governance examines the company’s decision-making structure and ethical leadership.

ISO standards

ISO standards are internationally agreed by experts. The standards cover a huge range of activities and are, effectively, a formula that describes the best way of doing something. This could be about making a product, managing a process, delivering a service or supplying materials. ISO 14001:2015 covers environmental management.

Pro bono

Comes from the Latin phrase pro bono publico which means “for the public good”. It refers to professional work undertaken voluntarily and without payment. At Simmons & Simmons, no fee is requested for any pro bono advisory work.

SBTi (Science Based Targets initiative)

It is a collaboration between CDP (Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute, and the WWF to drive ambitious climate action in the private sector by enabling organisations to set science-based emissions reduction targets.

Science Based Targets (SBT)

Commitments that are global best practice for corporate climate action. The aim is to ensure companies globally follow a pathway that is consistent with addressing the climate crisis and keeping warming to 1.5°C. These targets must be verified and formally approved by the Science Based Targets initiative.

Scope 1 emissions

These are direct emissions arising from sources that are controlled or owned by our organisation (for example, emissions associated with fuel combustion in boilers, hot water systems and company cars, etc).

Scope 2 emissions

These are indirect emissions associated with purchased electricity from a utility provider.

Scope 3 emissions

These are indirect emissions from our wider value chain and that are outside of our direct control, such as business travel, courier and postage, employee commuting, waste disposal and those emissions associated with our supply chain (for example, our IT suppliers, cleaning, or catering services).

Sustainability

To fulfil the needs of current generations without compromising the needs of future generations, while ensuring a balance between economic growth, environmental care and social wellbeing.

TCFD (Task Force on Climate-related Financial Disclosures)

An initiative established by the Financial Stability Board to develop voluntary, consistent climate-related financial risk disclosures for use by companies, banks, and investors in providing information to stakeholders.

UN Sustainable Development Goals (UN SDGs)

The United Nations’ 17 Sustainable Development Goals (UN SDGs), which are an urgent call for action by all countries – developed and developing – in a global partnership. The UN states that the goals recognise that ending poverty and other deprivations must go together with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

