

Sustainability and Impact Report

Financial Year 2024/2025



Welcome to our third Sustainability & Impact Report for the period 1 May 2024 to 30 April 2025.

Each year, we reaffirm our commitment to transparency and accountability by sharing our progress and setting clear targets and goals to drive continuous improvement in our business practices.

Throughout this report, we showcase work from across our international network that demonstrate how we're embedding sustainability into our operations and how we are assessing and improving our impact.

We continue to be aligned with the United Nations Sustainable Development Goals (SDGs), ensuring our actions contribute to the global agenda for positive and lasting change.



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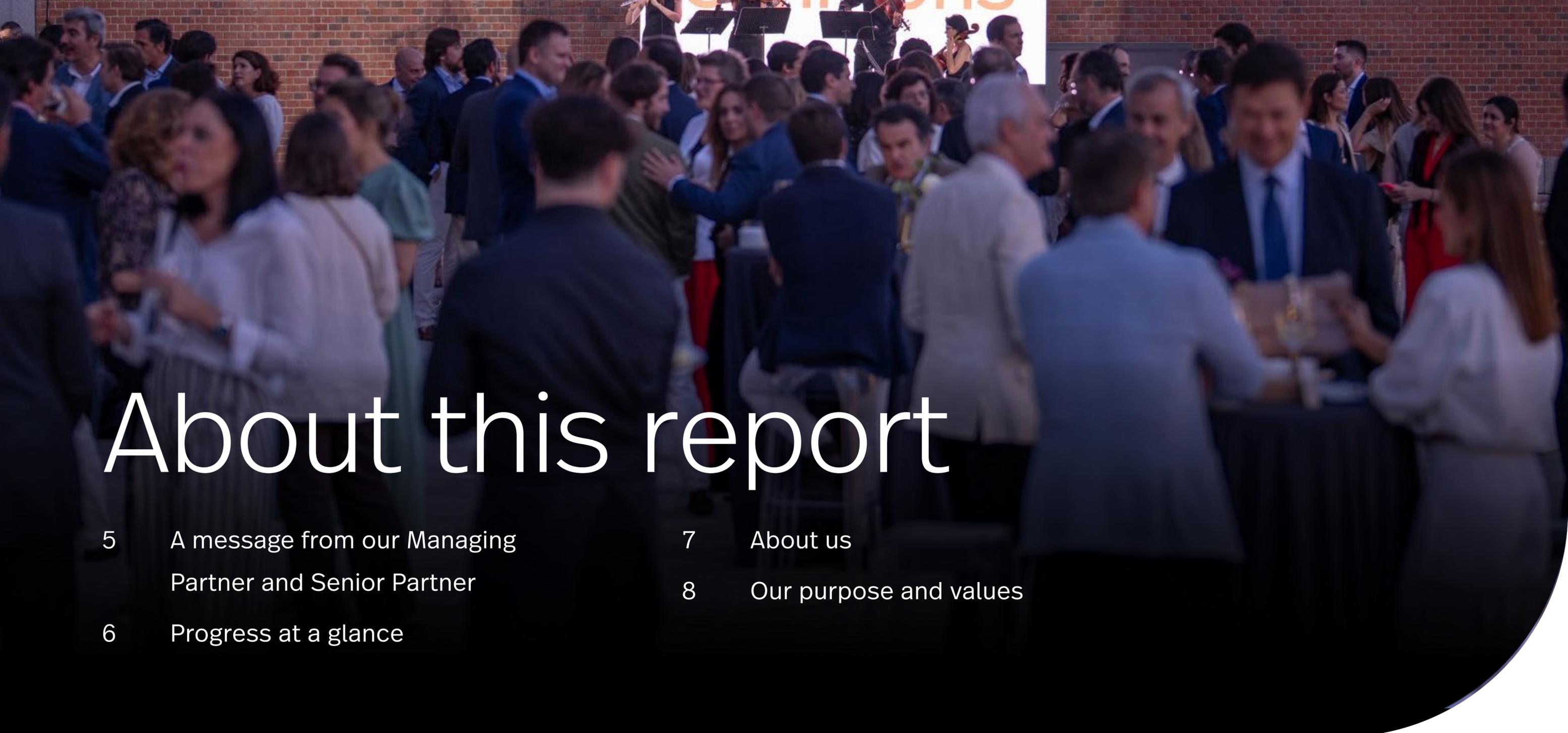
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Indicates further details available on our website.

Page Link ↓

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8 Our purpose and values

Message from our Managing Partner and Senior Partner

Julian Taylor
Senior Partner

Emily Monastiriotis
Managing Partner



We're proud to share how we continue to grow responsibly and remain committed to embedding sustainability and responsible business practices throughout our operations, as we strive to make a positive impact in the world.

At Simmons & Simmons, we believe that being a purpose-led, international law firm means acting in ways that benefit our people, our clients, our communities, and our planet.

This year, we're pleased to have made significant progress, which has been recognised by Lamp House Strategy, an independent consultancy providing Responsible Business insights to the legal sector. We were named the most improved firm, placing us in the top 10 out of the UK Top 100 law firms (by revenue). It's encouraging recognition, and we're determined to build on this momentum.

Some of the highlights we're most proud of this year include:

- **Taking action on climate change** – We launched a new collaborative carbon project with Save the Children Global Ventures, marking a major step forward in our commitment to tackling climate change. We know the legal sector has a unique opportunity to drive positive change, and we're determined to lead by example.
- **Making a difference in our communities** – Over the past three years, we've seen a 25% increase in hours donated through our international pro bono practice. This year alone, our people delivered over 13,800 hours supporting individuals, charities, not-for-profits, and NGOs. Through the Simmons & Simmons Charitable Foundation, we also donated £1 million to causes close to our hearts, with many of these chosen by our people.
- **25 Finsbury Circus** – We announced our move to our new London office at 25 Finsbury Circus, due for completion in 2030. From the beginning, sustainability principles have guided the design and development process, ensuring we create a workspace that supports wellbeing, fosters collaboration, and reflects our firm's values.
- **Launch of our Responsible Business Board** – This year, we established our Responsible Business Board, which reports directly to the International Executive Committee. This is a big step in ensuring sustainability and responsible business principles are embedded at the highest level of decision-making.
- **Generative AI and innovation** – We strengthened our AI Governance Practice, helping clients adopt AI safely and ethically with robust frameworks, processes, guardrails and policies. Internally, we also launched Percy 2.0, our proprietary large language model, empowering our people to become AI superusers and work more efficiently.

- **Focus on social mobility** – We are proud to have set ambitious new social mobility targets to improve diversity and inclusion in the legal profession. By 2029, we are aiming for 20% of partners, 20% of managing associates, 20% of associates, 20% of trainees and 30% of business services in our UK offices to come from lower socio-economic backgrounds. Reinforcing our belief that opportunity should never be limited by background.

As demonstrated throughout this report, we've made strong progress against the strategy set out in our first Sustainability & Impact Report (2023). Over the next financial year, we'll review and refresh that strategy to reflect evolving needs and priorities.

A key part of this process will be a new Materiality Assessment, engaging our people, clients, and community partners to gather diverse perspectives. The insights will shape our next-generation responsible business strategy and enhance our reporting in line with the Global Reporting Initiative (GRI).

We're incredibly proud of what we've achieved so far, but we know there's more to do. Sustainability and responsible growth remain central to how we operate and do business. We're enthusiastic about the opportunities ahead and, as always, welcome your thoughts and feedback.

Thank you for being part of this journey with us.

Please visit our website or connect with us on social media to stay up to date on our progress.

[Contact us](#)

[LinkedIn](#)

[Instagram](#)

Progress at a glance

Middle East Law Firm of the Year

at the Law.com Middle East Legal Awards 2024 based on for the firm's commitment to innovation, and progress in career development and Corporate Social Responsibility (CSR).

Responsible Business Board

launched to oversee ESG integration into firm policies and strategy.

AI and Innovation

130 lawyers, data scientists and AI engineers are part of our Simmons AI Group, advising clients across practice areas and jurisdictions.

Won the Future of Legal Services Innovation (Large Private Practice)

at the Legal Innovation Awards.

Launched Percy 2.0

Stonewall

Top Global Employer

for the seventh time and Silver Awarded for commitment to LGBTQ+ inclusion in 2025.



Times Top 50 Employer

for Gender Equality for the sixth time.

9 out of 10

score for the firmwide mentor programme.

Ranked 55

in the UK social mobility employer index Top 75 employers.

70+ students

hosted across various social mobility programmes, 20 more than the previous year.



13,800+ pro bono hours

donated through our international pro bono practice.

104 Charities supported

through our international pro bono practice.

Top 10 highest scoring firm

in the Lamp House annual report.

£6.4m of time donated

through our pro bono work.

£1m donated

through the Simmons & Simmons Charitable Foundation.

47.6% reduction

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

47.6%

22% reduction

in scope 1 emissions since 2019.

114 suppliers

contributed to our environmental reporting allowing us to collect more accurate greenhouse gas emissions data, up from 66 on the previous year.

£100,000

worth of free legal advice donated through the GreenTech Fund.

Invested

in a first-of-its-kind climate action project in partnership with eight other law firms led by Save the Children Global Ventures.



49% decrease

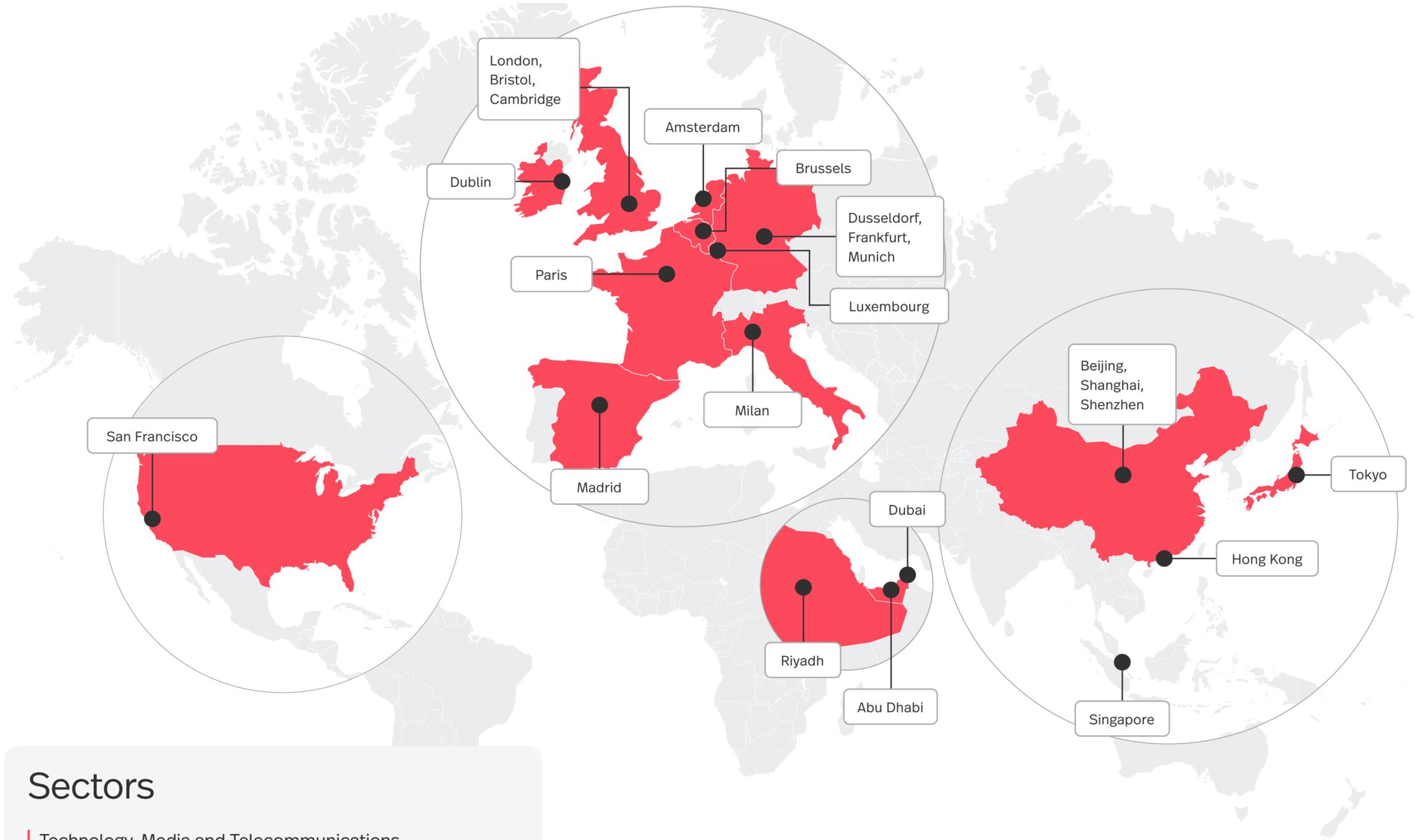
in emissions associated with recycled waste across our international offices, with more than 80% implementing a recycling programme.



About us

With more than 130 years of history and offices across Europe, the Middle East, Asia and the US, we take pride in delivering for our clients, wherever they operate.

Our international footprint creates a vibrant, rich and collaborative culture that shapes who we are as a firm.



At a glance

- 130 years
- 2,332 people
- 16 countries
- £615m revenue
(+7% on the previous financial year)

Sectors

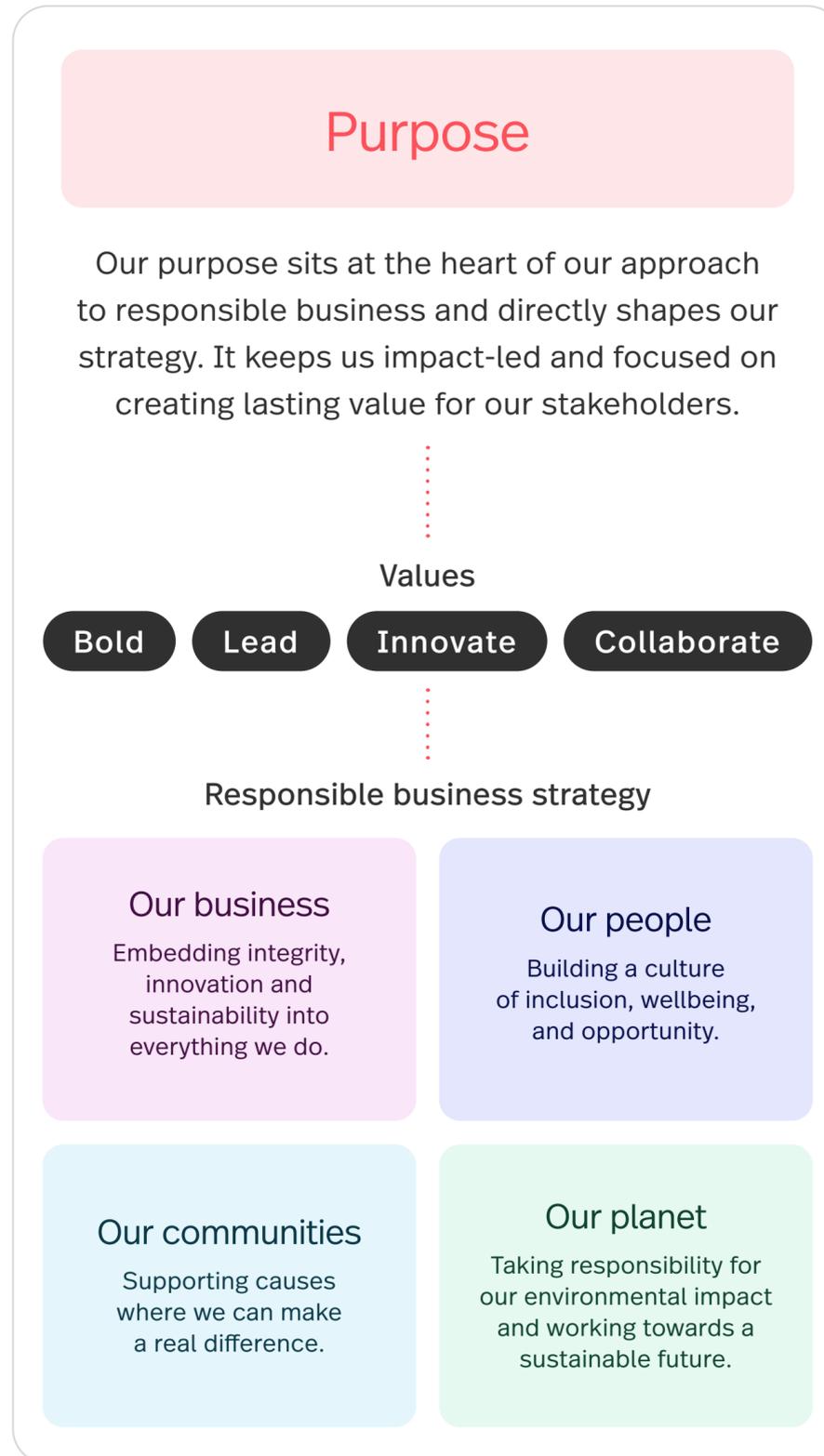
- | Technology, Media and Telecommunications
- | Financial Institutions
- | Healthcare and Life Sciences
- | Asset Management and Investment Funds
- | Energy, Natural Resources, Infrastructure and Construction

Our purpose and values

We are committed to our purpose: to become a next-generation law firm, creating positive impact and outcomes for our clients, our people, and the world around us.

Being purpose-led is vital for our firm. It aligns our operations, culture and strategy with a clear set of values, building trust and supporting long-term success. Our purpose provides a framework for decision-making, underpins our ESG and social responsibility goals, and helps us remain resilient in times of change.

It's also a catalyst for positive impact, driving innovation, encouraging collaboration, and ensuring we continue to evolve as a forward-thinking, responsible business.



In practice, this means we are a firm that...



leverages cutting-edge technology to streamline operations, enhance client service, and improve access to justice.



places a strong emphasis on understanding and meeting the evolving needs of our clients, using our sector expertise to help them increase their positive impact while mitigating harm.



actively promotes diversity and inclusion at every level, creating fairer hiring practices and fostering a culture that values different perspectives and backgrounds, driving more innovative solutions.



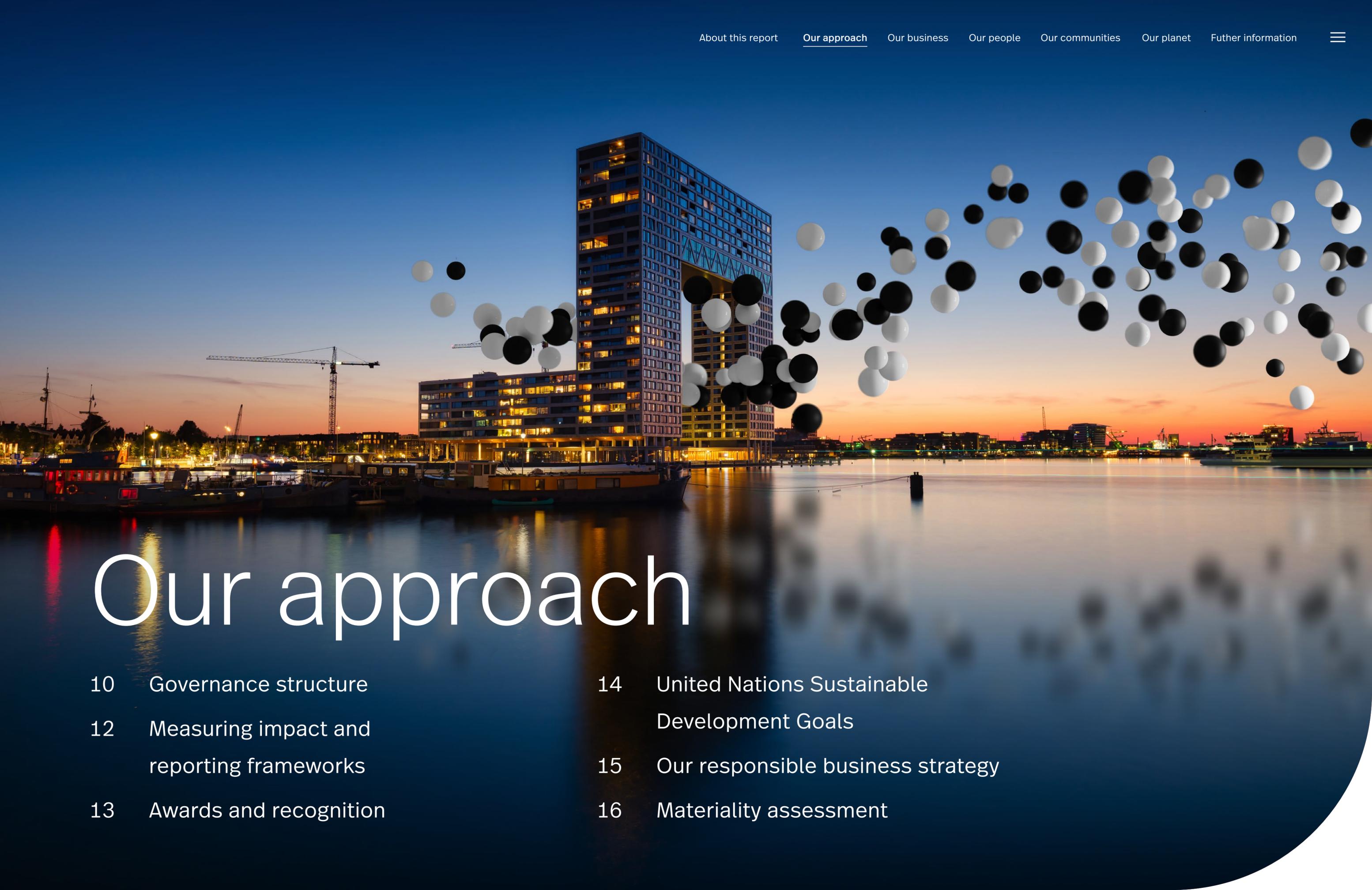
is committed to sustainability, not only across our operations, but also through our legal practice, advising clients on ESG matters and contributing actively to social causes and pro bono work.



recognises the rapid pace of change in law and technology, investing in continuous learning and development for our lawyers and people.



offers our people flexibility in how they work, so they can perform at their best, stay motivated, and contribute fully to our shared ambitions.



Our approach

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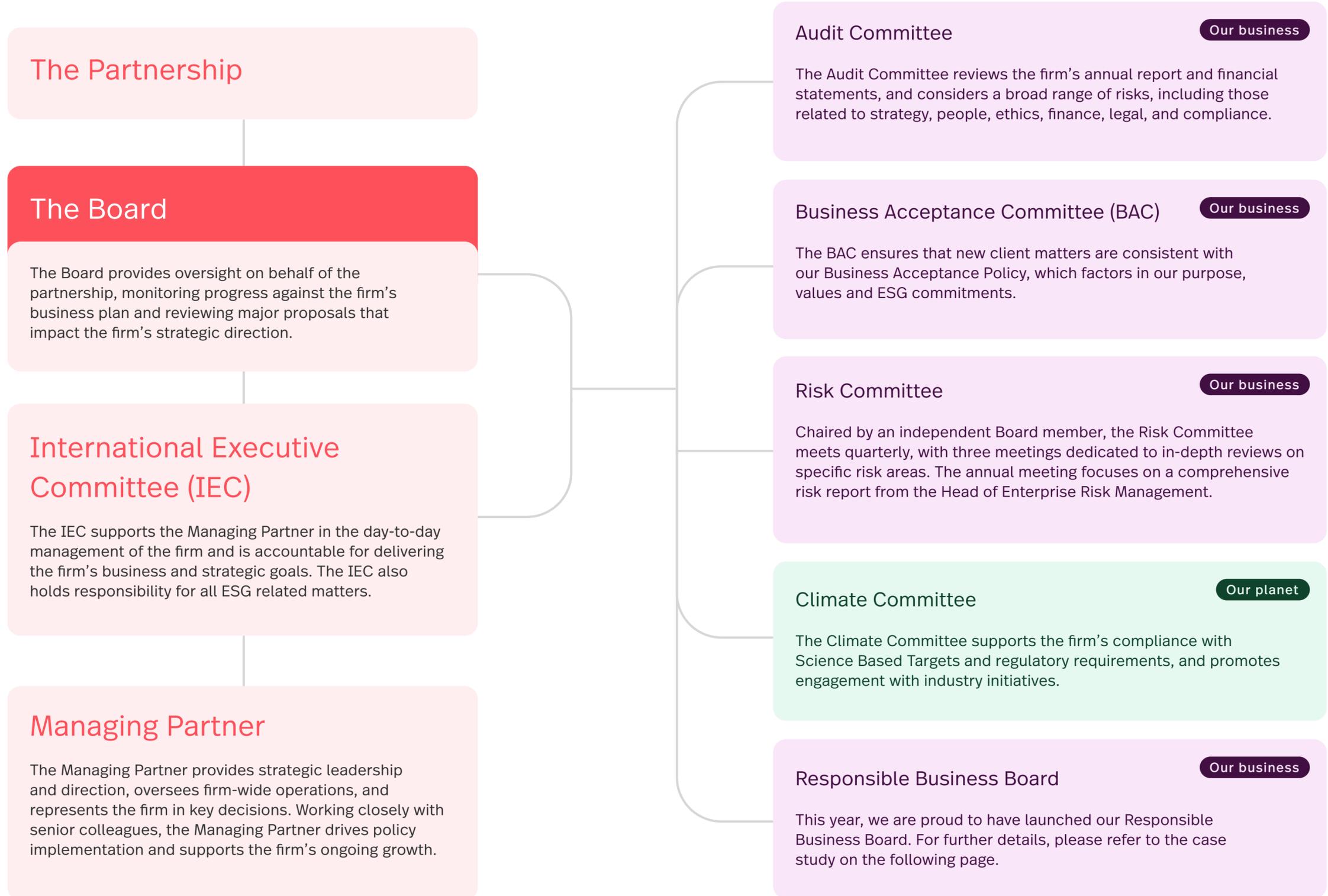
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Governance structure

We recognise that strong governance is fundamental to our success as a firm. It underpins our ability to operate and grow effectively, ethically, and responsibly.

Having robust governance structures in place ensures that decision-making is transparent, accountable, and aligned with our strategic objectives, fostering trust and confidence among our stakeholders.

For more detail on our governance structure please refer to our Sustainability and Impact Report FY 23/24.



The Partnership

The Board

The Board provides oversight on behalf of the partnership, monitoring progress against the firm’s business plan and reviewing major proposals that impact the firm’s strategic direction.

International Executive Committee (IEC)

The IEC supports the Managing Partner in the day-to-day management of the firm and is accountable for delivering the firm’s business and strategic goals. The IEC also holds responsibility for all ESG related matters.

Managing Partner

The Managing Partner provides strategic leadership and direction, oversees firm-wide operations, and represents the firm in key decisions. Working closely with senior colleagues, the Managing Partner drives policy implementation and supports the firm’s ongoing growth.

Audit Committee Our business

The Audit Committee reviews the firm’s annual report and financial statements, and considers a broad range of risks, including those related to strategy, people, ethics, finance, legal, and compliance.

Business Acceptance Committee (BAC) Our business

The BAC ensures that new client matters are consistent with our Business Acceptance Policy, which factors in our purpose, values and ESG commitments.

Risk Committee Our business

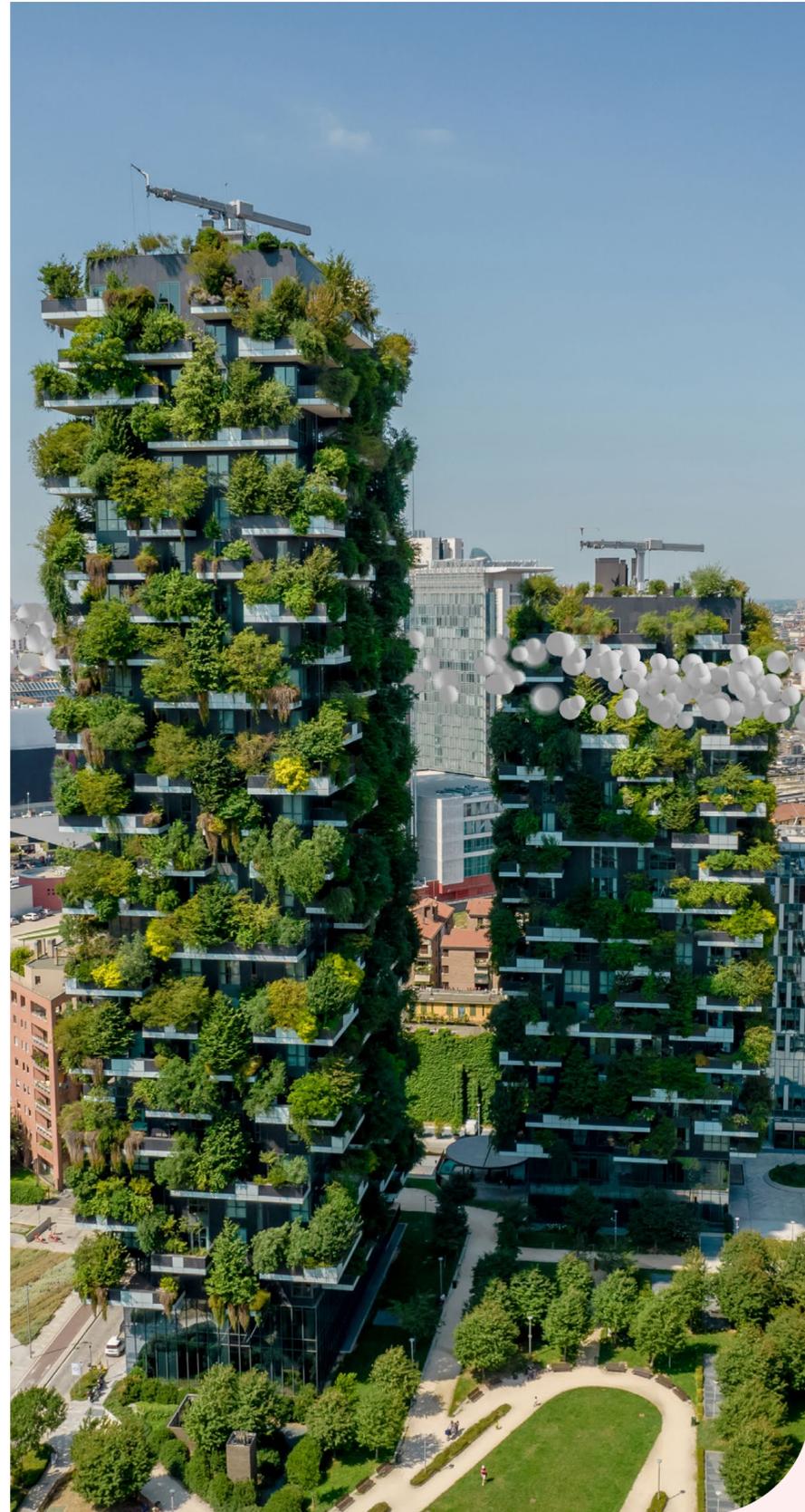
Chaired by an independent Board member, the Risk Committee meets quarterly, with three meetings dedicated to in-depth reviews on specific risk areas. The annual meeting focuses on a comprehensive risk report from the Head of Enterprise Risk Management.

Climate Committee Our planet

The Climate Committee supports the firm’s compliance with Science Based Targets and regulatory requirements, and promotes engagement with industry initiatives.

Responsible Business Board Our business

This year, we are proud to have launched our Responsible Business Board. For further details, please refer to the case study on the following page.



Case study

Launch of our Responsible Business Board

This year, the firm launched a Responsible Business Board (RBB) to oversee and guide our approach to environmental, social and governance (ESG) principles. The RBB ensures our operations and strategy are aligned with our responsible business commitments, driving sustainable growth, mitigating risks, and fulfilling our obligations to stakeholders.

Chaired by our Senior Partner, the RBB reports directly to the IEC, providing a dedicated forum for addressing ESG-related risks and opportunities at the highest level of decision-making.

The RBB plays a critical role in embedding responsible business principles across the firm by focusing on five key areas:

- **Effective target setting and accountability** – establishing measurable goals and ensuring responsibility for delivery.
- **Risk management** – identifying, assessing and addressing risks associated with responsible business practices.
- **Visibility and engagement** – enhancing awareness and participation across the firm in responsible business initiatives.
- **Opportunity review** – evaluating ways to advance ESG performance and responsible business practices.
- **Regulatory and reporting compliance** – maintaining compliance with all relevant regulations and ensuring transparency in our reporting.

The creation of the RBB marks a significant step forward in strengthening the firm’s governance framework. It introduces a dedicated ESG perspective to our risk management processes and reinforces our commitment to responsible business at every level of the firm.

Members of the RBB include:



Julian Taylor
Senior Partner, Chair of RBB



Anna Williams
Responsible Business Manager



Laura Jones
Senior Pro Bono & Responsible Business Manager

[Our communities](#)



Andrew Ktoris
Head of Talent & Diversity

[Our people](#)



Stephen Shepard
Partner, Facilities Director

[Our planet](#)



Jasmine Lim
Senior Risk & Compliance Lawyer

[Our business](#)



Tom Hartwell
Operational & Supplier Risk Manager

[Our business](#)

Measuring impact and reporting frameworks

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.

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

United Nations Global Compact 10 Principles

Mindful Business Charter
Race at Work Charter

Global Refugee Pledge
Law Society Pro Bono Charter
One Million Hours

Greener Litigation
Legal Charter 1.5

Memberships

Corporate Member of the Tortoise Responsible 100 Forum

10,000 Interns Foundation
The 93% Club
Aspiring Solicitors
Rare Recruitment

UK Collaborative Plan
West of England Pro Bono Committee

Legal Sustainability Alliance

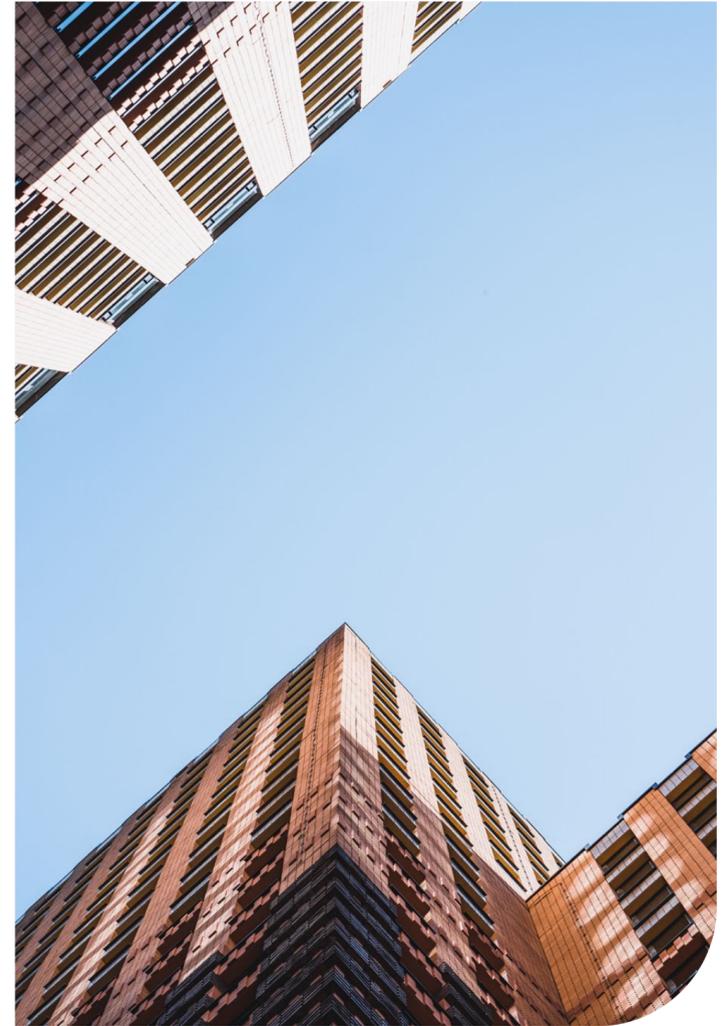
Frameworks

Non-financial disclosure
EcoVadis
Lamp House
ISO 27001
CDP

Stonewall
Social Mobility Employer Index
Times Top 50 Employer for Gender Equality
Disability Confident

UN Sustainable Development Goals

BREEAM
LEED
ISO14001
Green Performance Pledge
Zero Waste



Commitment to Enhanced Transparency: Reporting with Reference to the GRI

In the coming financial year, we are proud to take the next step in our journey by reporting with reference to the Global Reporting Initiative (GRI). Considering the GRI framework reflects our commitment to adopting best practices in ESG reporting. This approach will enable us to more effectively measure and communicate our progress, allowing our stakeholders to have a clear and comprehensive understanding of our responsible business performance.

Awards and recognition



Business Law Team of the Year

Cambridgeshire Law Society
2024 Legal Excellence Awards



Firoza Dodhi (Associate, Disputes and Investigations)

Winner of the Lynne Freeman (Law) category
of WeAreTheCity Rising Stars award.



Middle East Law Firm of the Year for the UAE

Law.com Middle East Legal Awards 2024.



Law Firm of the Year 2025 for
the second consecutive year

Structured Retail Products Europe Awards.



To secure this award for the second successive year is a testament to the fantastic strength of our global practice on both the regulatory and transactional sides. A huge congratulations to everyone in our team!

Paul Browne
Partner, Structured
Finance and Derivatives



Elise Boehmer (Managing Associate, Corporate and Commercial)

Listed by Law.Com in their
Private Equity Rising Stars for 2024.



Barbara Hamilton-Bruce (Partner and Legal Operations Director)

Named among the global top
100 in the 2024 Heroes Women
Executives Role Model List.



Ania Rontaler (Partner, Corporate)

Named in Themis20 which is a unique
recognition of 20 outstanding women in
law whose careers exemplify excellence,
leadership and deep commitment to
driving gender equality and inclusivity
within the legal industry.



Eduardo Tedeschi (Partner, Employment)

Winner of Lawyer of the Year
AI Award 2025 at the Legal
Community IP&TMT Awards 2025.



Stefania Bergia (Partner, Dispute Resolution)

Winner lawyer of the Year 2025 at the
Legal Community IP&TMT Awards 2025.

Rankings



Ranked 55 in the UK social mobility
employer Index Top 75 employers.



Stonewall Top Global Employer for the
seventh time and Silver Awarded for
commitment to LGBTQ+ inclusion in 2025.

United Nations Sustainable Development Goals

At Simmons & Simmons, we've been proud signatories of the UN Global Compact since 2011. As part of that commitment, we've embedded six Sustainable Development Goals (SDGs) into our business strategy:



GOAL 5

Gender equality



GOAL 8

Decent work and economic growth



GOAL 9

Industry, innovation and infrastructure



GOAL 10

Reduced inequalities



GOAL 13

Climate action



GOAL 16

Peace, justice and strong institutions



These six goals guide our approach to ESG across the firm, from our day-to-day decision making and client work, our climate action, our approach to employee wellbeing, and our pro bono activities.

This year, we proudly participated in the UN SDG Flag Campaign, an initiative designed to raise awareness and inspire action towards achieving the 17 global goals. By taking part, we not only reaffirmed our commitment but also encouraged other organisations to join the movement for a more sustainable future.

Teams across Singapore, Hong Kong, Spain, Dubai, Bristol and London took part in the campaign, demonstrating the energy and enthusiasm of our people worldwide.

Our responsible business strategy

Our responsible business strategy is built around four core pillars, each aligned with our purpose, values, and the UN SDGs most relevant to our work. The pillars also reflect the material topics identified in our 2023 materiality assessment.

We are currently undertaking a new materiality assessment to review and refine our strategy, ensuring it continues to reflect stakeholder priorities and strengthens the positive impact we make as a firm.

Our business →

We are guided by our purpose and values, ensuring we deliver our work with integrity and create lasting, positive impact.

GOAL 8 GOAL 9 GOAL 16

Ethics and integrity

We are committed to the highest standards of ethical business conduct throughout all our activities, along with our commitment to anti-bribery and corruption, developing robust ethical business policies, and upholding the rule of law in everything we do.

Business and human rights

We promote and respect human rights across our business, client work, and supply chain, actively working to prevent modern slavery and other human rights risks.

Technology

We champion the responsible use of technology, innovation, and AI, addressing social and environmental challenges both within our operations and through the solutions we deliver to clients.

Our people →

We're committed to creating an inclusive environment where everyone can thrive and reach their full potential.

GOAL 5 GOAL 8 GOAL 10

Wellbeing

We prioritise the safety, mental health, and physical wellbeing of our people, supporting them to thrive in a changing business environment.

Diversity and inclusion

We're committed to equality of opportunity and diverse representation at every level, nurturing a culture where everyone feels they belong. We also work with clients, suppliers, and communities to drive progress beyond our own organisation.

Life at Simmons

We focus on attracting and retaining exceptional talent through fair compensation, meaningful development opportunities, and a strong, values-led culture.

Our communities →

Through our pro bono work and Charitable Foundation, we strive to make a meaningful difference, addressing real needs and helping to drive positive change in the world around us.

GOAL 8 GOAL 10 GOAL 13 GOAL 16

Pro Bono

We provide pro bono work that aligns with our UN SDG commitments and pro bono policy, focusing on impactful projects that promote access to justice and address the legal needs of our communities.

Charitable giving

Through the Simmons & Simmons Charitable Foundation, we support causes that reflect our values and purpose, making thoughtful donations that create measurable impact and actively engage our people.

Community impact

We contribute our time and expertise through volunteering initiatives that strengthen local communities, build lasting relationships, and make a positive difference where we live and work.

Our planet →

We recognise the urgency of taking strong climate and environmental action. We're continuing to reduce our impact and make positive contributions to the planet we share.

GOAL 13

Climate change

We support the transition to a net-zero economy through our own operations, client work, and supply chain, advising on and enabling the growth of the renewables sector and other sustainable industries.

Environmental impact

We promote responsible environmental practices across our business and supply chain, from reducing waste and water use to supporting the circular economy and enhancing biodiversity.

Materiality assessment

This year we are conducting an updated materiality assessment to ensure our responsible business strategy continues to focus on the most relevant and impactful issues. This assessment involves engaging with our people, clients, communities, and professional bodies to gain a holistic view of the topics that should be most material to the firm.

Building on insights from our 2023 assessment, this process will refine our approach and help us continue to deliver meaningful impact for our stakeholders.

This year, we're undertaking a double materiality assessment, considering both how ESG factors affect our firm's operations and long-term success, and how our activities impact people, communities, and the wider world. This dual perspective ensures we're not only managing risks, but also contributing proactively to a more sustainable and responsible legal industry.

Through this process, we aim to provide greater transparency to our stakeholders, support informed decision-making, and strengthen our commitment to long-term positive impact.

Our updated assessment will also enable us to report in reference to the Global Reporting Initiative (GRI) framework, a globally recognised standard that enhances transparency and accountability. Considering the GRI helps us meet international best practices, build stakeholder trust, and identify opportunities for continuous improvement.

Find out more: Read our Sustainability & Impact Report FY22/23 to explore the findings from our first materiality assessment.



Our business

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Our business

We conduct our business with integrity and strong ethical principles, delivering exceptional service to our clients while supporting sustainable and responsible growth.

Technology and innovation are central to how we evolve. We embrace new tools and ideas that enhance the quality, efficiency, and impact of our work, ensuring progress is achieved responsibly and in line with our values.

In this pillar

- 1 Human rights, ethics and integrity
- 2 Enterprise risk management
- 3 Technology and innovation
- 4 Working with our clients on ESG



Highlights

Established

a Responsible Business Board to embed responsible business principles into everyday decision-making across the firm.

Introduced

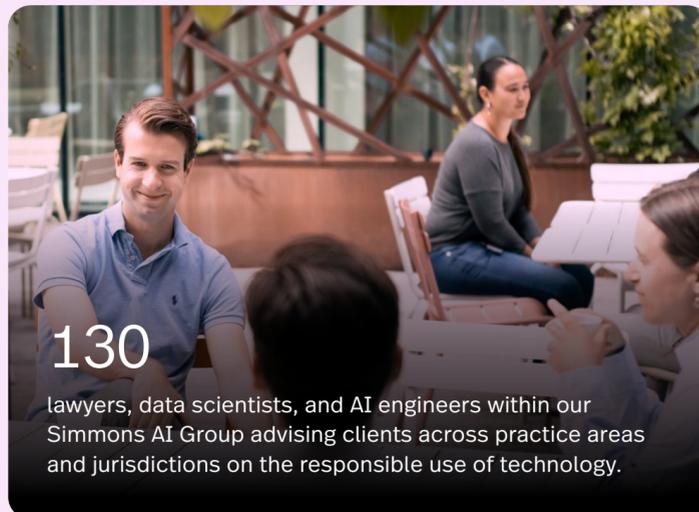
a range of new features and technological advancements through the firm's LLM, Percy 2.0, enhancing innovation and efficiency across the firm.

Advanced

policy engagement and development by appointing a dedicated modern slavery policy expert to strengthen our responsible business approach.

Recorded

zero reports under the whistle-blower procedure and zero confirmed incidents of corruption, reflecting our ongoing commitment to integrity and transparency.



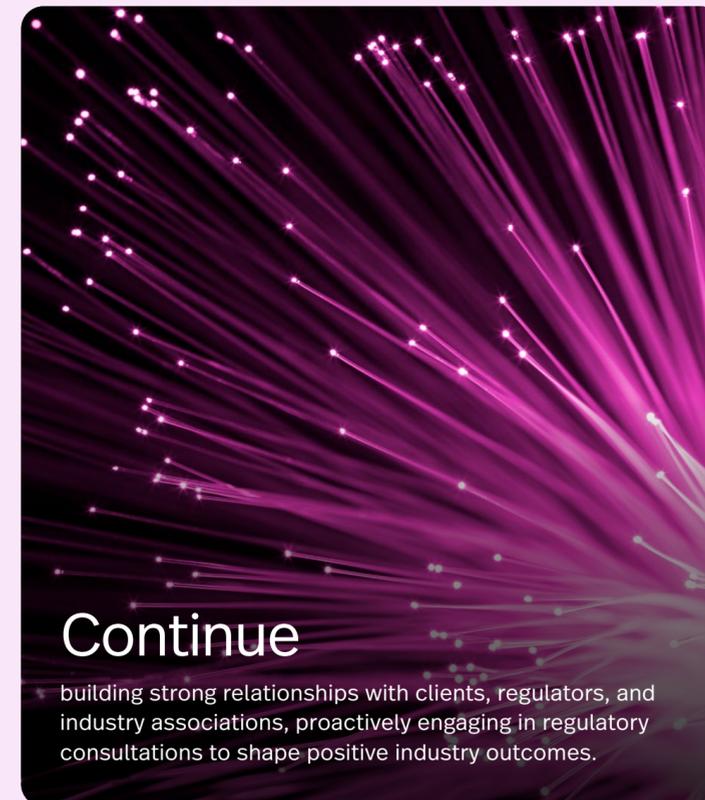
Next steps (0-5 years)

Enhance

Percy's capacity to better support our people and drive greater efficiency across the firm.

Roll out

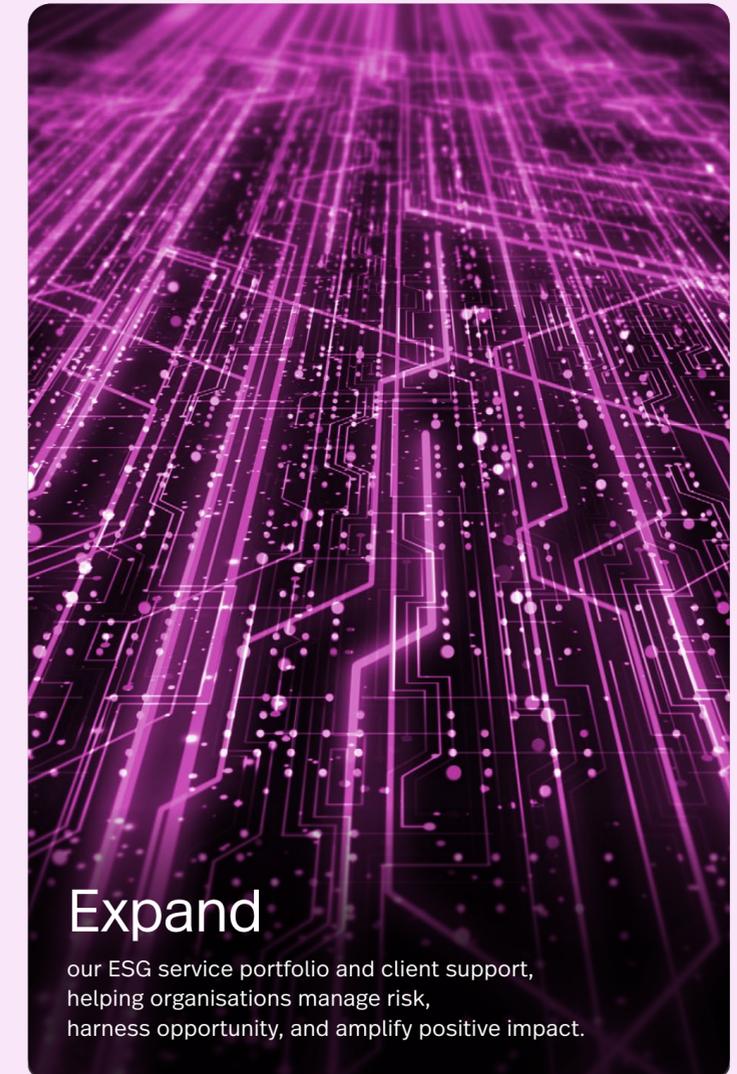
bespoke modern slavery training to colleagues and selected clients and suppliers, with one of our charity partners.



Explore

producing sustainable procurement guidance for our supply chain partners, integrating ESG considerations into supplier engagement and decision-making.

Long term goals (5+ years)



Grow

our digital and technology offering for our clients.

Focus

on strengthening our supply chain partnerships to ensure we work with organisations that share our values and commitment to responsible business.



GOAL 8 GOAL 16

1 Human rights, ethics and integrity

Human rights, ethics, and integrity are fundamental to our business. They guide how we work, the decisions we make, and the culture we foster across the firm. As a law firm, we recognise our responsibility to uphold the law and promote fairness, justice, and accountability in everything we do.

GOAL 8

Human rights

As a signatory of the United Nations Global Compact, we're proud to uphold its Ten Principles, supporting progress in human rights, labour, the environment, and anti-corruption. Our **Human Rights Policy** reaffirms this commitment and sets out the standards we expect all individuals, partners, employees, consultants, contractors, and third parties, to meet in their conduct on behalf of the firm.

Our updated **Supplier Code of Conduct** also sets clear expectations for fair, safe, and healthy workplaces. It prohibits forced labour and requires full compliance with anti-slavery and human trafficking laws and regulations.

Supporting this policy is a comprehensive framework of related policies and procedures, including our:

Diversity & Inclusion Policy

Non-harassment and bullying policy

Performance Management Procedures

Grievance Procedure

Health & Safety Policy

Global Whistleblowing Policy

[Enterprise risk management](#) ↓

[Supplier Code of Conduct](#) ↗

Case study

Tackling modern slavery

As an international law firm, we have a critical role in addressing modern slavery risks and driving meaningful change. Operating across multiple jurisdictions, we actively seek to identify, assess and mitigate modern slavery risks within our own operations, in our supply chains, and in the work we do for clients.

Over the past year, we partnered with Justice & Care, a leading charity dedicated to combating human trafficking and modern slavery, to launch several key initiatives aimed at driving real progress.

Enhancing transparency through our Modern Slavery Statement

We engaged Louise Gleich, a senior researcher at Justice & Care’s Modern Slavery Unit and the Centre for Social Justice, to conduct a thorough review of our modern slavery statement. Her recommendations have helped us strengthen our approach, and we have already taken proactive steps to implement them. We published our updated Modern Slavery Statement to the UK Government’s Modern Slavery Statement Registry, making it accessible to stakeholders and the public.

Engaging in policy advocacy

In March this year, we participated in a parliamentary roundtable hosted by Justice & Care to mark the 10th anniversary of the UK Modern Slavery Act 2015. The event fostered dialogue on progress, challenges, and how businesses can contribute responsibly moving forward.



Raising awareness through bespoke training

Recognising that education is essential, we are developing tailored training in collaboration with Justice & Care, to be rolled out in FY 25/26. This training will help colleagues and clients recognise signs of modern slavery and equip them to take meaningful action.

As our responsibilities extend beyond legal services, it’s crucial that we address modern slavery in our supply chain too. Even though we do not manufacture goods, we recognise our responsibility to ensure our operations, and those of our suppliers, adhere to ethical standards.

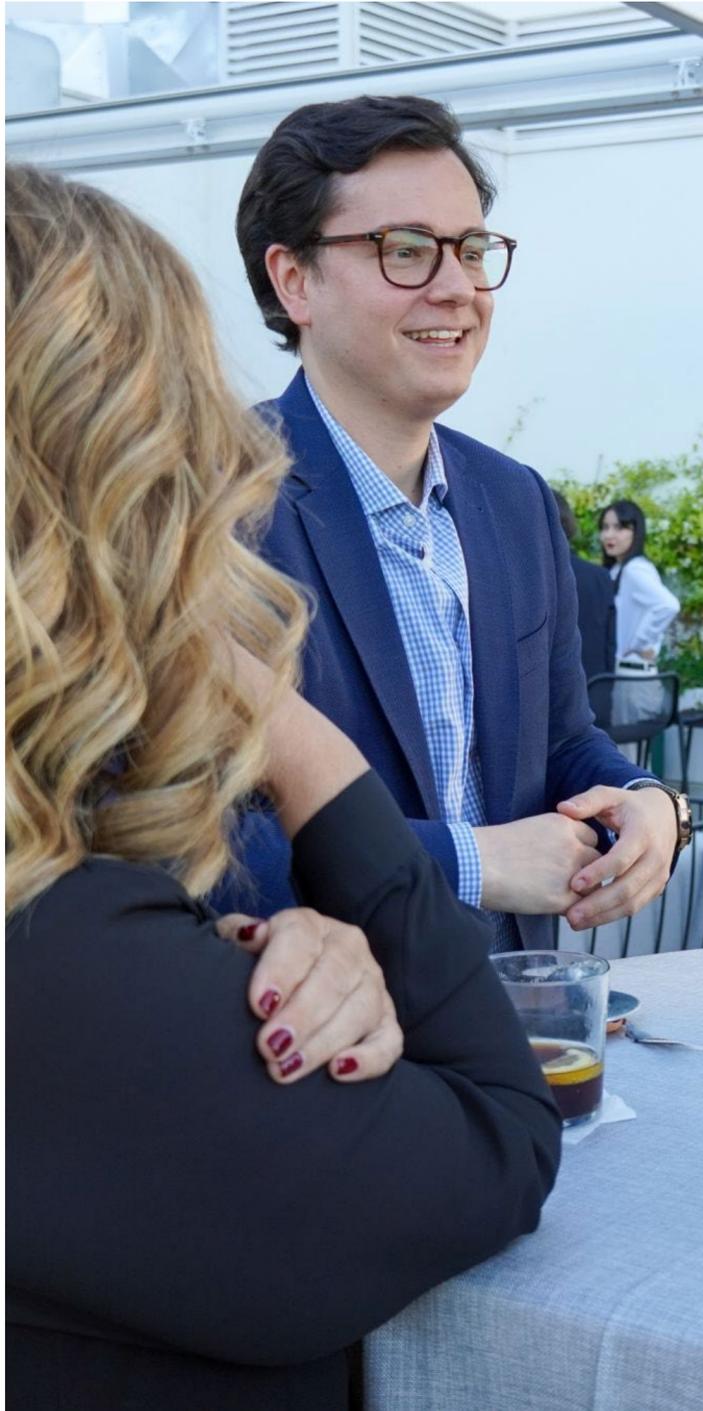


It has been great working with the Responsible Business Team, particularly on the development of a bespoke ‘Spotting the Signs’ training, which will launch on Simmons & Simmons’ STARS platform to mark Anti-Slavery Day. We are proud to support the Firm’s Modern Slavery Strategy and are collectively working to raise greater awareness of an issue that is affecting over 100,000 individuals across the UK.

James Clarry
Global CEO, Justice & Care

[Enterprise risk management](#) ↓

[Supplier Code of Conduct](#) ↗



Ethics and integrity

Our Code of Conduct defines the expectations and standards for everyone across our international network. In addition to complying with regulations and professional guidelines set by local regulators, we uphold seven core standards that guide how we work:

1. Acting honestly
2. Acting with integrity
3. Respecting and upholding the rule of law
4. Respecting and upholding the administration of justice
5. Acting in the best of interests of clients
6. Acting with independence
7. Being respectful of others and in a way that encourages diversity, equality and inclusion

Supporting our Code are a range of firm-wide policies, including the **Anti-Bribery and Corruption Policy**, **Business Gifts and Hospitality Policy**, **Personal Investments Policy**, and **Global Whistleblowing Policy**. Together, they establish clear expectations for responsible business conduct and ethical decision-making.

We also ensure all colleagues complete comprehensive, mandatory training covering the following areas:

- Anti bribery
- Information security
- Phishing
- Safeguarding
- Data protection
- SRA standards and regulation
- Anti-facilitation of tax evasion

[Enterprise risk management](#) ↓

[Supplier code of conduct](#) ↗

This training is completed during onboarding and refreshed annually to ensure alignment with our core values and commitment to ethical, responsible conduct.

Our **Supplier Code of Conduct** sets out the standards we expect from all supply chain partners across human rights, labour, and ethics. Each new supplier must commit to the Code, ensuring collaboration and positive impact throughout our supply chain.

Speaking up isn't just encouraged - it's essential. Integrity and ethics are the foundation of trust within our teams and with our clients. When individuals feel empowered to raise concerns, we strengthen transparency, accountability, and the culture that underpins our success. To support this, we have clear procedures to ensure everyone feels safe and supported when raising concerns. Our **Global Whistleblowing Policy** enables colleagues to report any potential unlawful, unethical, or anti-competitive practices, while our **Grievance Procedure** provides a fair and confidential route for raising issues.

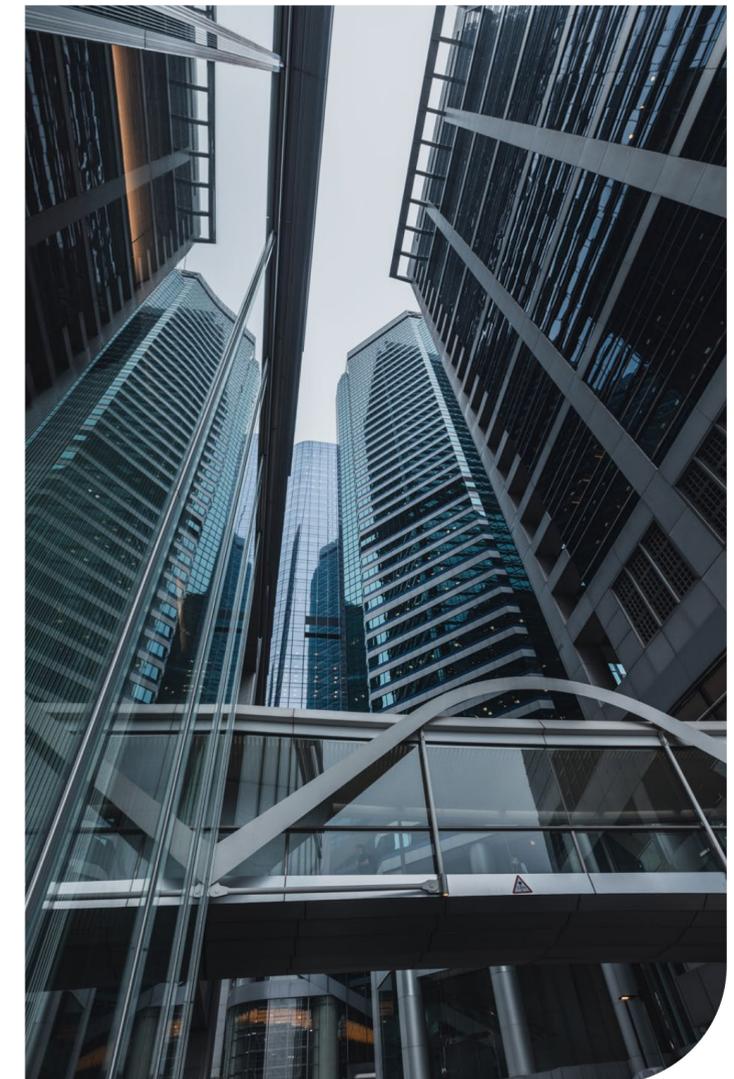
Integrity is further embedded in our decision-making through our **Business Acceptance Policy and Committee**, which assess new matters to ensure alignment with our ESG values and commitments. Our **Sustainable and Responsible Business Policy** integrates ESG principles into our operations, while the Responsible Business Board reviews key ESG risks and opportunities, helping us focus on the areas where we can make the greatest impact.

Tax

We are committed to conducting our operations in full compliance with all applicable laws and regulations, including those governing tax.

While we responsibly claim tax reliefs and incentives where appropriate, we ensure that every action aligns with the genuine intent of the legislation. In cases of uncertainty, we seek guidance from professional advisers or consult directly with the relevant tax authorities, such as HMRC in the UK.

All decisions are based on sound commercial rationale and genuine economic substance. We do not engage in artificial arrangements or participate in contrived transactions.



GOAL 8 GOAL 9 GOAL 16

2 Enterprise risk management

We have a dedicated Enterprise Risk Management (ERM) team responsible for managing enterprise, supplier, business continuity, and broader operational risks. The team standardises our operational risk management framework across the firm, ensuring proportionate responses to different risk categories and providing visibility for senior management.



Over the past year, the team has been strengthened with new hires, including subject matter experts in supply chain risk management, business continuity, and control management. Our Risk Registers and Risk Management Framework capture a wide range of risks, including ESG and responsible business, ensuring these are embedded into firm-wide decision-making.

Supply chain

Maintaining ethical standards and legal compliance requires careful management of supply chain risk. Our ERM processes include detailed screening measures to ensure transparency, integrity, and early identification of potential issues such as unethical labour practices or modern slavery.

Our **Supplier Code of Conduct** outlines the standards expected of our suppliers, reflecting our firm-wide commitment to ethical and professional principles. All newly engaged suppliers managed within the UK are required to commit to this Code and complete a formal screening process to assess their maturity and risk profile.

The Code covers five key areas:

- Labour practices and conditions
- Sustainability and environmental issues
- Ethics and anti-corruption
- Data security and privacy
- Diversity, equality and inclusion

Through this Code, we promote a responsible approach and encourage suppliers to drive positive change. We work collaboratively with partners, especially small and medium-sized suppliers, offering guidance and support where needed to help them enhance their impact.

The **Supplier Code of Conduct** is now used across our international office network and available in the languages of all our major markets.

We operate a dedicated supplier due diligence process, which provides insights into how our key suppliers manage risk across different categories such as sustainability, responsible business, data privacy and information security.

Risk management

Our Risk Committee provides an additional layer of oversight and has a direct reporting line to the firm's Board. The creation of our Responsible Business Board this year adds further depth to this structure, introducing a dedicated ESG perspective through which risks, opportunities, and mitigations are raised to senior decision-makers.

The Enterprise Risk Management (ERM) team oversees the firm's broader risk management framework, ensuring that risks are consistently assessed by internal teams and sector leads, with regular reporting to the Risk Committee and the Board. The team expanded this year to strengthen our ability to monitor risk effectively across both our operations and our supply chain.

We continually review and enhance our risk management processes to ensure they remain effective as the firm grows. This includes maintaining visibility across our supply chain to meet the expectations of our clients, regulators, and other key stakeholders. ESG and responsible business considerations are already integrated into our supplier screening, supported by the inclusion of ERM representation on the Responsible Business Board, which facilitates alignment on risk oversight and supplier governance.

We also recognise the importance of maintaining a fair and competitive marketplace. The firm is committed to conducting business in a way that promotes fair competition and complies fully with competition laws and regulations. This year, we updated our **Regulatory Risk Policy** to include explicit clauses on anti-competitive practices, reinforcing our commitment to integrity, fairness, and compliance in every aspect of our operations.

[Supplier code of conduct](#)

[Governance](#)



Data protection and cyber security

Data protection

Our Office of the General Counsel includes a dedicated Data Protection function responsible for managing the firm’s global data protection operations and practices. The team provides expert advice on privacy and compliance matters across all our offices and sectors.

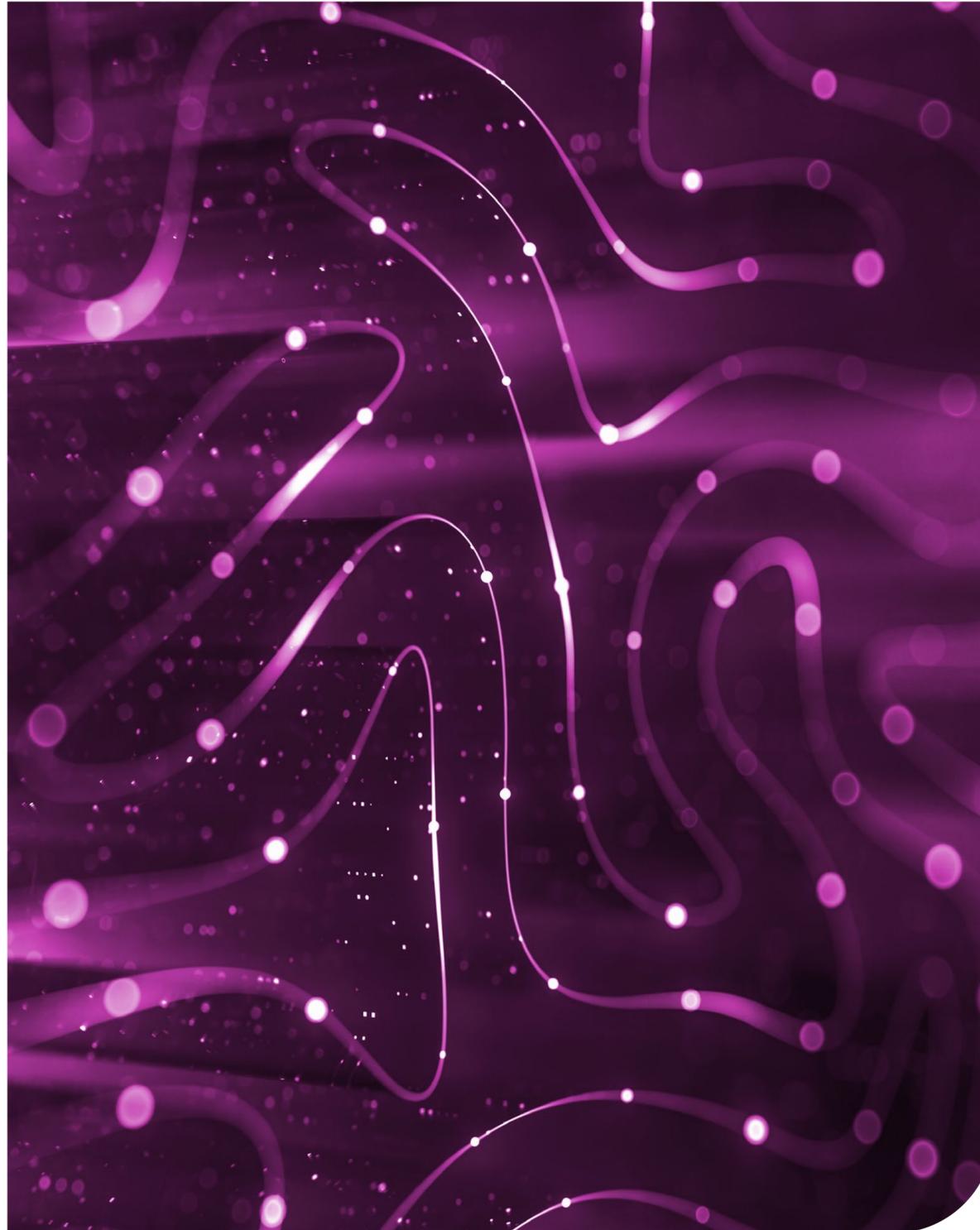
We operate a General Data Protection Regulation (GDPR)-compliant framework, widely recognised as the gold standard of data protection, while applying stricter measures where local laws require it.

The team also leads our mandatory Data Protection Training, which all colleagues must complete, and manages the firm’s Personal Data Protection Policy, ensuring compliance with the principles of personal data handling.

They chair the Information Protection Council (IPC), a cross-functional forum bringing together Data Protection, Cyber Security, and Risk Management teams to align strategic decisions on information protection. The IPC reports directly to the firm’s Board and International Executive Committee (IEC), ensuring data protection and information security receive attention at the highest level.

A dedicated IPC Working Group reviews operational practices to identify data protection implications. All new projects involving personal or client data must be submitted to this group for review, ensuring appropriate safeguards are in place from the outset.

We are transparent with users about the data we collect, how long we retain it, how it is used, and how it may be shared. We comply fully with all relevant data protection laws, including GDPR, and maintain robust processes that allow data subjects to exercise their rights easily.



Cyber security

Our dedicated Information Security Team advises on cyber threats, risks, and controls, providing 24/7 monitoring and response services. Our policies and standards align with ISO 27001, and all colleagues are required to complete and pass information security training during onboarding and annually thereafter. Cyber security oversight is provided by the IEC and Risk Committee.

Security improvement programme – two years on

Two years ago, we launched a bespoke Security Transformation Programme to modernise and strengthen our cyber security infrastructure. Since its implementation, this programme has enhanced our security framework, ensuring it remains robust, adaptive, and aligned with evolving threats and technological standards.

In FY24/25, we continued to advance our security controls through the following key improvements:

Detection and response

We have made continued investments in uplifting our detection and response capabilities, deploying more capable tools and services.

In-house skills

We have increased the size of the Information Security team and upskilled in a number of areas to become more effective at countering evolving threats.

Security test, learn and improve

We have implemented routine trusted hacker testing to ensure our preventative and monitoring controls are better able to deal with new online threats as they emerge.

Risk and incident response integrations

We have further integrated information security processes across the firm, ensuring we have a well-structured approach to information security risk and crisis management.

GOAL 8 GOAL 9

3 Technology and innovation

Technology and innovation continue to reshape the legal profession, with artificial intelligence (AI) now embedded in how we work and how we deliver our advice. As these tools become integral to everyday practice, it's essential they are used responsibly, securely, and in line with legal and ethical standards.

At Simmons & Simmons, we've been operating at the intersection of law and emerging technology for many years, advising clients on the risks and opportunities of AI while carefully integrating these tools within our own business. We continue to build on that expertise, ensuring innovation supports our people, protects our clients, and delivers lasting value.

GOAL 8 GOAL 9

Generative AI and innovation

We are proud to be leading the way in the development and adoption of generative AI. Built in-house by our Large Language Model (LLM) team and first launched in 2023, our bespoke AI tool, Percy, has transformed the way we work.



87%

of our fee-earners are using Percy globally

Percy, named after one of the twin brothers who co-founded the firm, is our in-house legal AI assistant, designed to enhance research, drafting, and knowledge-sharing across our international offices. By early 2025, 87% of our fee-earners were using Percy globally, generating around 5,000 daily prompts across 2,600 staff.

By developing and applying tools like Percy, we gain first-hand insight into AI's capabilities and risks. This experience enables us to advise and empower in-house legal and compliance teams to harness the potential of this transformative technology responsibly.

Our leadership in AI has earned industry-wide recognition:

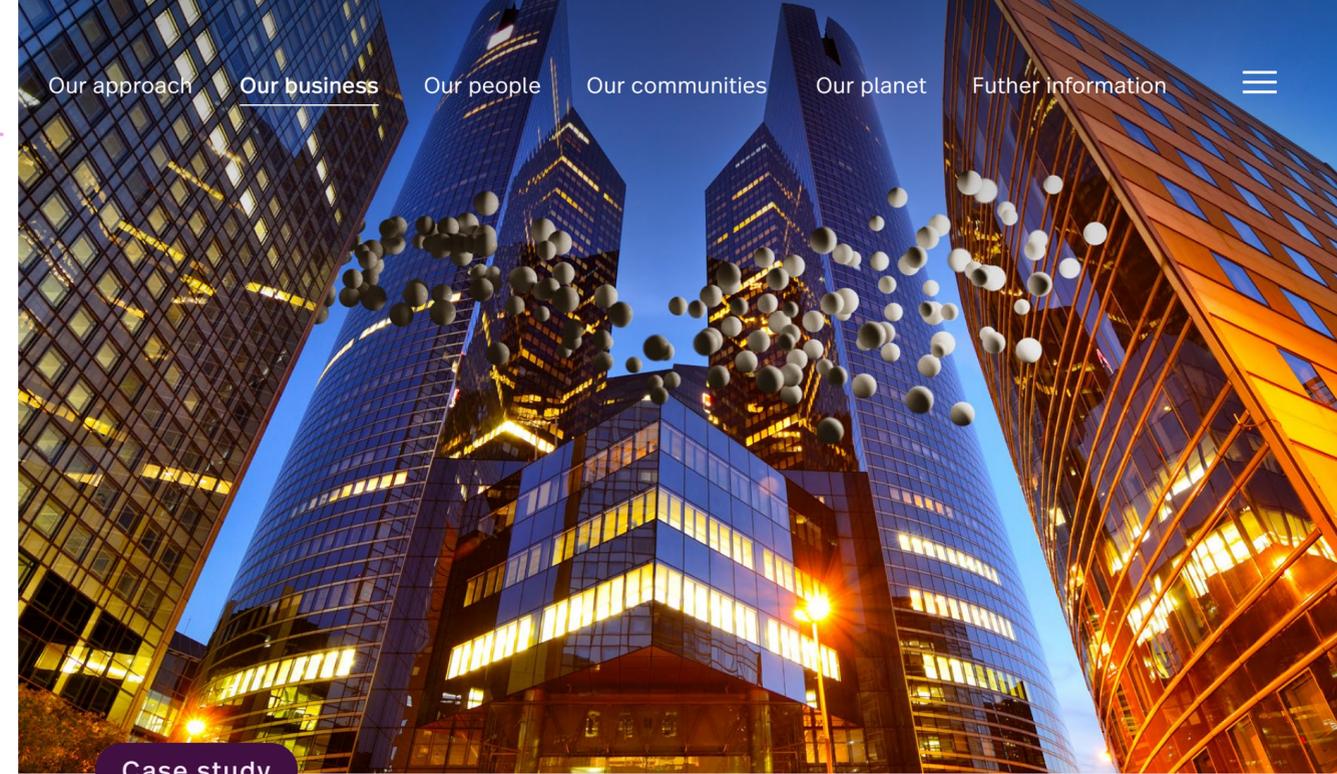
- Named one of the Top 50 Most Innovative Firms by the Financial Times
- Awarded AI Legal Innovator of the Year at the LexisNexis Middle East Legal Awards
- Ranked Tier 1 in the Legal 500 UK's inaugural AI rankings (2025)



This award is a testament to our exceptionally talented teams and their remarkable contributions, as well as the clients who have collaborated with us on ambitious innovation projects. We're proud to be setting new standards for the legal industry and shaping the future of law.



Muneer Khan
Partner and Middle East Regional Head



Case study

Leading the way in generative AI development

At the start of 2025, our work in generative AI received recognition from Microsoft as a standout example, not only among law firms but across UK businesses.

Our Partner and Global LLM Lead, Drew Winlaw, played a pivotal role in representing the firm at two major Microsoft events, where he showcased how we use the Microsoft Azure platform and explored the transformative potential of AI Agents. Drew's insights were also featured in Microsoft's flagship report, **"Agents of Change"** (see page 35), which examines how AI Agents are driving innovation and efficiency across industries.

This recognition highlights the impact of our generative AI initiatives, including the development of Percy, our Legal AI assistant, and our broader adoption of AI technologies across the firm. These efforts demonstrate our commitment to leveraging cutting-edge technology to enhance client service, improve operational efficiency, and drive sustainable innovation.



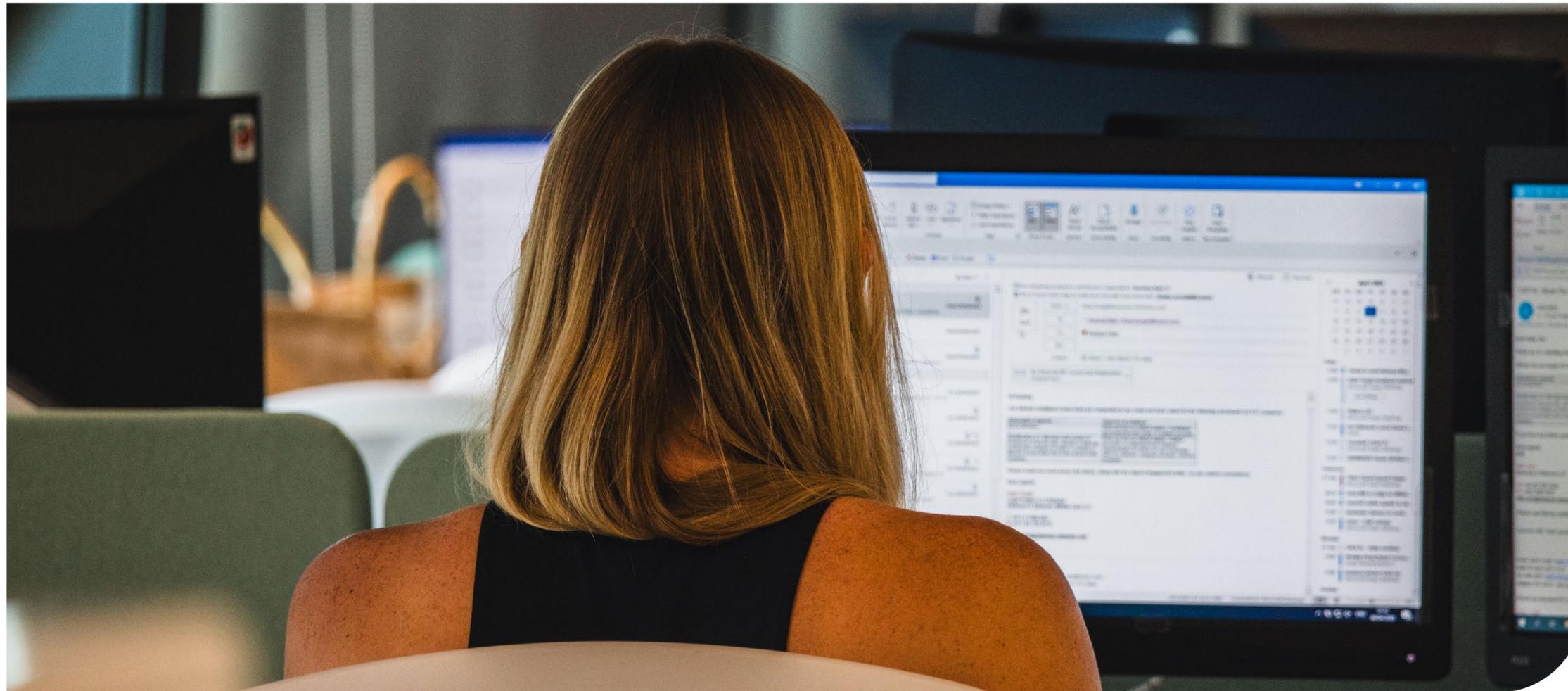
There are huge opportunities to streamline our operations and improve the quality of our work. We now have the tools to deal much more effectively with the unstructured data that, as lawyers, we need to support the task at hand.



Drew Winlaw
Partner and Global LLM Lead



blur screen in photo



Advancing AI governance across industries

In the last financial year, the responsible use of AI has become a critical priority for organisations across all sectors. We have worked closely with clients to help them navigate the complex and evolving landscape of AI governance. Our efforts have focused on ensuring that AI systems are not only compliant with legal and regulatory requirements, but also aligned with ethical principles and societal expectations. Over the past year, we have supported organisations in developing robust governance frameworks that address key challenges, such as algorithmic bias, data privacy, and transparency. By working collaboratively with cross-functional teams – including legal, compliance, IT, HR, and sustainability functions, we have helped clients embed responsible AI practices into their own operations. This work has been instrumental in enabling businesses to innovate responsibly whilst safeguarding trust and accountability.

Our achievements over the past year include:

- Helping organisations identify, catalogue, and manage their AI systems and use cases effectively.
- Advising on AI-specific laws, related legal frameworks, internal policies, and training standards.
- Reviewing governance processes, identifying gaps, and aligning frameworks with jurisdictional laws and third-party obligations.

Responsible use of AI

We recognise that AI is transforming industries, reshaping business processes, and redefining how organisations operate. As a responsible business, we’re committed to ensuring that the transformative potential of AI is harnessed ethically, transparently, and sustainably.

Over the past year, we’ve made significant progress in embedding responsible AI practices, both within our firm and through the support we provide to clients. This work reflects our broader commitment to sustainability, accountability, and building trust in emerging technologies.

To ensure AI is used responsibly across the firm, we’ve implemented a number of control measures, including:

Training

Three compulsory training modules for all employees on the responsible use of AI.

AI Champions and Coordinators

Dedicated representatives in each jurisdiction to advance and integrate AI within the firm and for clients.

Generative AI Steering Group

Oversight body providing governance and direction for AI initiatives.

Generative AI Standard

Guidelines for all employees on the responsible use of AI tools.



Advising clients on the ethical use of AI

Beyond our internal use, we actively support clients in addressing the ethical use of AI, reflecting our commitment to innovation, technology, and responsible business.

Our work includes:

1. **Advisory services** – providing legal and governance advice on the ethical development, deployment, and use of AI technologies, including compliance with data protection and privacy regulations.
2. **Policy development** – assisting clients in creating policies and frameworks that ensure transparency, accountability, fairness, and alignment with global standards.
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** – delivering tailored sessions for clients and legal professionals on the legal, regulatory, and ethical aspects of AI.

Through these initiatives, our goal is to ensure AI technologies are developed and deployed in ways that are ethical, legally compliant, and beneficial to society.

Case study

AI literacy programme

We've developed a bespoke AI Literacy Programme tailored to meet the obligation under Article 4 of the European Union (EU) Artificial Intelligence Act (AIA), which mandates that AI developers and users ensure their staff have sufficient levels of AI literacy.

AI literacy is becoming increasingly important, not only to comply with the AIA, but to demonstrate responsible and safe AI use, and to ensure employees understand both the opportunities and risks associated with AI. Our clients also expect this commitment from us, which is why all staff complete foundational training in AI literacy.

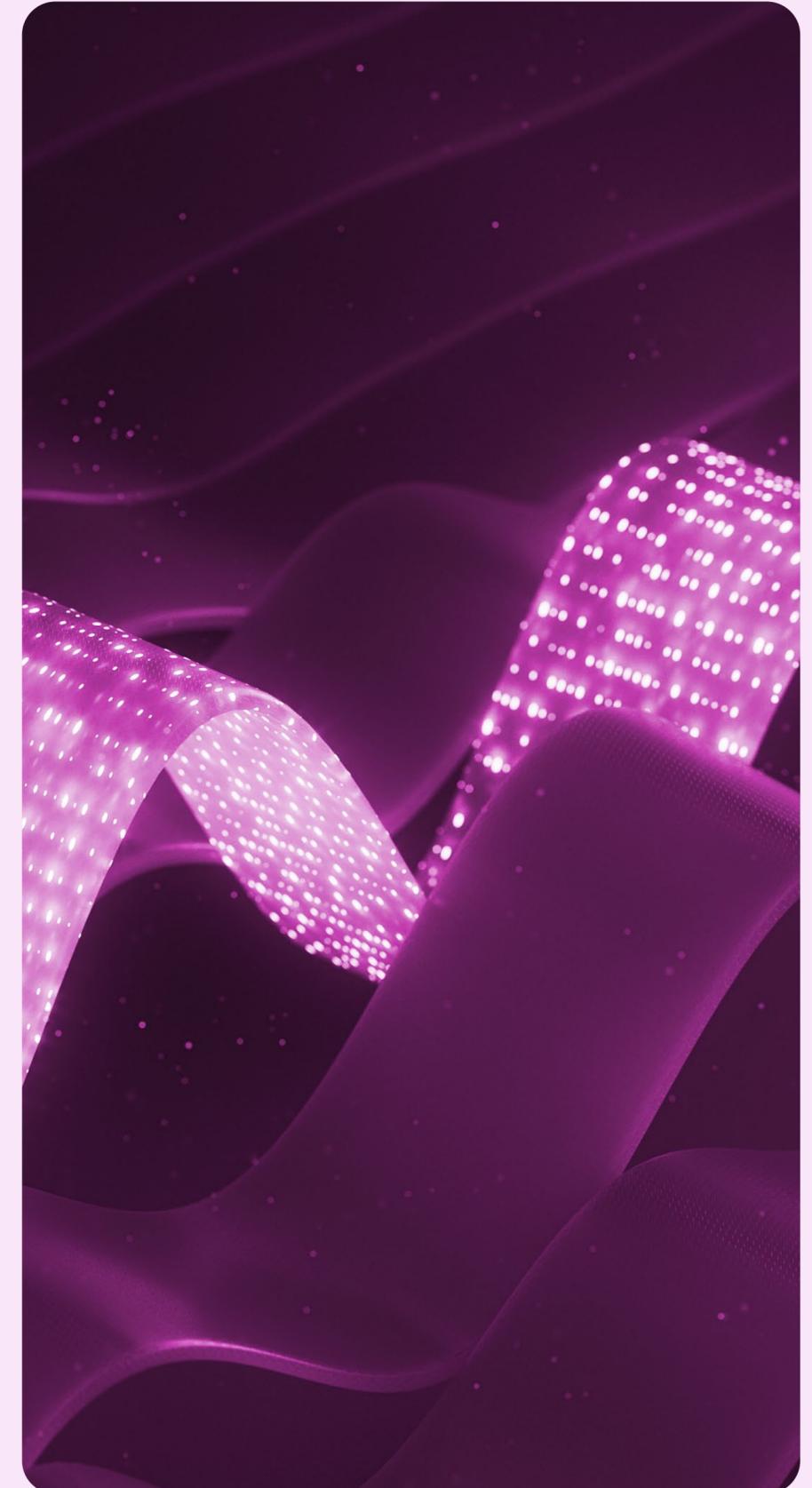
The programme includes an interactive e-learning module that provides foundational AI training. It covers:

An overview of the EU Artificial Intelligence Act (AIA)

Key risks and potential harms across the AI lifecycle

Mitigation measures to ensure the safe and responsible use of AI

To ensure the programme is accessible, the course has recently been adapted for one client to meet EU accessibility standards, industry guidelines, and best practices. The AI Literacy Programme has now been rolled out to a number of clients, across different sectors and in multiple languages.





GOAL 8 GOAL 9 GOAL 16

4 Working with our clients on ESG

We have an established ESG practice through which our experts advise organisations on five key ESG touchpoints, providing cutting-edge expertise combined with practical market insight.

Our ESG expertise spans:

- Governance
- Transactional
- Regulatory
- Reputational
- Risk management

We continue to deliver comprehensive ESG services to financial institutions, providing training on emerging sustainable finance trends such as debt-for-nature swaps and blended finance, as well as advisory support on ESG risk management and regulatory compliance.

Through our ESG regulatory, transactional, and risk management teams, we empower in-house legal functions to become effective partners to their business colleagues, helping them seize the opportunities that sustainability presents.



As the ESG landscape continues to evolve and, at times, face headwinds, we have supported clients through significant regulatory changes, helped them strengthen governance and risk management frameworks, and provided guidance on navigating complex reputational and transactional challenges. The momentum for meaningful change remains strong - driven by new policies, international initiatives, and a growing recognition of the urgent need for action. Our work this year has shown that, even amid uncertainty, organisations are committed to embedding sustainability at the heart of their strategies. I look forward to continuing to work closely with our clients, helping them anticipate developments, meet their obligations, and seize opportunities to lead in this vital area.

Robert Allen
Partner, Disputes and Investigations
and Global Head of ESG



Digital tools and insights

We continue to develop online tools and products that help shape the future of the legal market and support our clients, including the:

- Clean Energy Tool
- AI Literacy Programme
- Built Environment Sustainability & Social Impact Tool

To stay up to date with global legislative and industry developments in ESG, sign up to our monthly newsletter, ESG View.

- ESG View ↗
- Digital Products and Tools ↗



Case study

Navigating the blue economy

In 2024, we launched a 17-episode podcast series, Navigating the Blue Economy, exploring the intersection of ocean health, sustainability, and finance. The series brought together leading voices from policy, conservation, and investment to discuss the challenges and opportunities facing our oceans.

The series focused on three core themes:

Policy and regulation – navigating the legal frameworks that protect oceans and govern sustainable use.

Conservation and biodiversity – addressing the challenges and identifying solutions to preserve marine ecosystems.

Investment opportunities – exploring how sustainable investment can drive positive change in the blue economy.



Case study

Acting for Blue Alliance on marine conservation facility

In November last year, we were proud to advise Blue Alliance on a first-of-its-kind loan facility for Blue Finance, provided by BNP Paribas. This innovative financial mechanism is designed to create sustainable revenue streams for Marine Protected Areas (MPAs) in emerging countries, helping them achieve financial independence while protecting biodiversity and supporting local communities.

Blue Alliance has already safeguarded over 1 million hectares of coral reefs, protected 40+ endangered species, and improved the livelihoods of 20,000 coastal community members. This new facility, providing up to US \$2.4 million in financing, will fund local reef-positive projects such as eco-tourism, blue-carbon credits, and sustainable aquaculture, directly benefiting MPAs.

Led by Banking Partner Elliot Beard and Managing Associate Erica Houlihan, our team is honoured to have contributed to this innovative step towards marine conservation and community empowerment.



This innovative facility sets a precedent for the development of self-sustaining Marine Protected Areas around the world, offering a scalable and sustainable model. As a firm, Simmons is committed to supporting the blue economy. We're proud to be advising Blue Alliance and Blue Finance, who are leading the way in the global effort to protect marine biodiversity and support coastal communities.



Elliot Beard
Partner, Banking



Case study

Advising on first-of-its-kind carbon finance transaction with Carbonaires and The Carbon Removers

We were also proud to have supported UBS in a pioneering carbon finance transaction with Carbonaires and The Carbon Removers. This innovative deal links structured products and carbon markets, generating returns for investors through carbon removal credits created by reducing emissions in the Scotch whisky industry's supply chain. Our cross-border team brought together expertise from London and Luxembourg to showcase our collaborative approach and deep knowledge in financial institutions and ESG. This transaction marked an exciting step forward in sustainable finance and carbon innovation.



This is a ground-breaking innovative deal and a fantastic achievement for UBS, Carbonaires and all involved. Our collaboration across different practice areas and locations highlights the firm's integrated approach to transactions, and our ability to leverage our deep industry knowledge within the FI and ESG sectors.



Paul Browne
Partner, Structured Finance and Derivatives



Our people

- 30 Highlights / next steps / long term goals
- 31 Wellbeing
- 32 Diversity, equity and inclusion
- 39 Life at Simmons

Our people

We are committed to promoting equal opportunities and fostering diverse representation at every level of our organisation. Our goal is to cultivate an inclusive culture where everyone feels a genuine sense of belonging.

We recognise the historic and ongoing under-representation of certain groups, particularly women and minority ethnic groups, within the legal sector, and we are working hard to change that. Championing our people and creating an inclusive and supportive environment, enables everyone to achieve their full potential. We are also focused on removing barriers and ensuring that all colleagues, and those who work alongside us, can bring their authentic selves to work and thrive.

In this pillar

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



Highlights

Stonewall

Top Employer

for the seventh consecutive year.

1626

billable diversity hours by 202 fee earners.

Top 50 Employer

in the Times list for Gender Equality, awarded for the sixth consecutive year.

Top 75 Employer

in the Social Mobility Employer Index for the eighth year.

28%

of senior leadership roles are held by women (up from 20% in 2021).

19 of 43

partner promotions and lateral partner hires were women.

200

colleagues enrolled in our Global Mentoring Programme.

Next steps (0-5 years)

By 2026

women will make up:

50% of all internal / lateral hires

>30% of all senior leadership roles

By 2029

women will make up:

>40% of the firmwide partnership overall

2029 UK ethnicity targets:

15% of partners

25% of managing associates

30% of associates

35% of trainees

30% business services professionals

In addition, we aim for 5% of Partners and Managing Associates, and 10% all other fee earning levels and business services to be Black by 2029.

2029, UK social mobility targets:

- 20% of partners, managing associates, associates and trainees; and
- 30% of business services professionals to be from a lower socio-economic background.

Long term goals (5+ years)

Create

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

Continue

to hire diverse talent to maintain the expert advice our clients trust.

Proceed

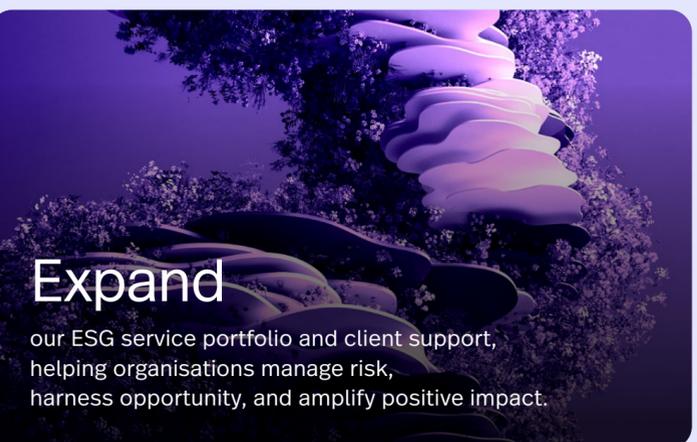
to enhance our firm's diversity to better reflect society.

Award-winning

outreach programmes to be expanded to broaden access to the legal profession for students from all backgrounds.

Foster

a healthy, inclusive and sustainable workplace guided by the principles of the Mindful Business Charter.



Expand

our ESG service portfolio and client support, helping organisations manage risk, harness opportunity, and amplify positive impact.

GOAL 8

1 Wellbeing

Wellbeing is fundamental to both individual and collective success, enabling sustainable high performance across our workforce. As part of our strategic objective to build a ‘workforce of the future,’ we are committed to embedding a culture of wellbeing throughout the firm. This commitment is integral to our business strategy, ensuring the health, resilience, and engagement of our people remain a priority in everything we do.

Our objective:

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

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

In 2018, we became one of the first law firms to sign the **Mindful Business Charter**, which seeks to create healthier, more productive workplaces by addressing and reducing unnecessary stress. Since then, we have remained committed to the Charter, and to our colleagues and wider industry, ensuring we operate responsibly and with care. We also continue to advance the progress of the **Race at Work Charter** from **Business in the Community**, implementing our action plan based on its guiding principles. We use our global engagement surveys to assess employee wellbeing.

In 2024, we built on this approach by conducting a dedicated wellbeing survey, to identify the primary sources of stress across the firm. The findings revealed three core themes that now underpin our wellbeing strategy and guide targeted initiatives to support our people in a meaningful way. Each office and team also received tailored data to help them address specific local concerns effectively, as education and upskilling remain a central focus. This year’s wellbeing initiatives included panel discussions, keynote speakers, breathwork workshops, and line-manager training, all designed to ensure our people feel supported and equipped to perform at their best.

Across the firm, we have an international network of more than 80 Wellbeing Champions dedicated to embedding our wellbeing strategy across jurisdictions. These trained colleagues represent a diverse range of teams and seniority levels, fostering a culture of openness, empathy, and compassion. They actively listen, signpost colleagues to appropriate resources, organise local events and educational initiatives, and drive new ideas and conversations around wellbeing.

Our Partner Wellbeing Programme includes webinars and personal story-sharing sessions that help partners prioritise their own wellbeing and act as role models within our firm-wide culture. Through our **Amplify Programme**, we proactively address stress, burnout, and anxiety, while ensuring mental-health support is accessible to all members of our leadership team.

At the end of 2024, we concluded our International Wellbeing Survey, listening to our people about what matters most to them. In response, our Wellbeing Programme team has implemented several initiatives, including:

- **Localised wellbeing reports** - providing in-depth office-level data that highlights strengths and areas for improvement.
- **Global support, local actions** - recognising that one size does not fit all, we have introduced a diverse suite of resources, tools, and best-practice guides, supported by our network of Wellbeing Champions.
- **Launching our Wellbeing Strategy 2025-2026** - using insights from the global survey, this new strategy focuses on three pillars:

1. Mindful communication
2. Trusted leaders
3. Being well to work well



Wellbeing day hosted on digital wellness in our Bristol office

Our Bristol office welcomed Petra Velzeboer for the launch of her new book, ‘Digital Wellbeing’. During the session our people heard from Petra and others on the importance of finding balance, improving focus and creating healthy habits.

[Video link ↗](#)



As the Global Head of Wellbeing, we want to ensure that everyone within Simmons & Simmons can thrive, no matter their role or location. I’m proud that our firm embraces this vision and underpins wellbeing as an essential part of the business strategy.



Caroline Turner-Inskip
Partner and Global Head of Wellbeing

GOAL 5 GOAL 8 GOAL 10

2 Diversity, equity and inclusion

Diversity, equity and inclusion are strategic priorities for us at Simmons & Simmons. We value the unique perspectives and experiences that our people bring, and we are committed to creating an environment where everyone feels empowered to share ideas that drive progress.

Our goal is to ensure that every individual, regardless of background, identity, or position, feels included, supported, and equipped to succeed.

DEI strategy

Our DEI strategy reflects our commitment to promoting diversity, preventing discrimination, and fostering an inclusive and supportive workplace across all our offices. Accountability starts at the top. Our Senior Partner serves as the firm’s Global DEI Champion, and he is supported by senior leadership, the International Executive Committee (IEC), and the Board.

The strategy is built around five key pillars, each led by an appointed Partner and supported by our employee networks. These pillars guide our global approach while allowing flexibility to reflect local context and priorities. We remain committed to expanding our DEI efforts to ensure representation continues to grow and that all identities and experiences have space and a voice within our firm, as representation goes beyond these five aspects.



Gender

Improving gender diversity across the firm and increasing the representation of women in both the Partnership and senior management positions.

Race and ethnicity

Promoting racial equality and inclusion by eliminating racism and removing unconscious bias from all processes.

LGBTQ+ inclusion

Providing an inclusive and supportive workplace for all LGBTQ+ identifying colleagues across every location in which we operate.

Social mobility

Widening access and creating career opportunities for under-represented students and minority groups across our firm.

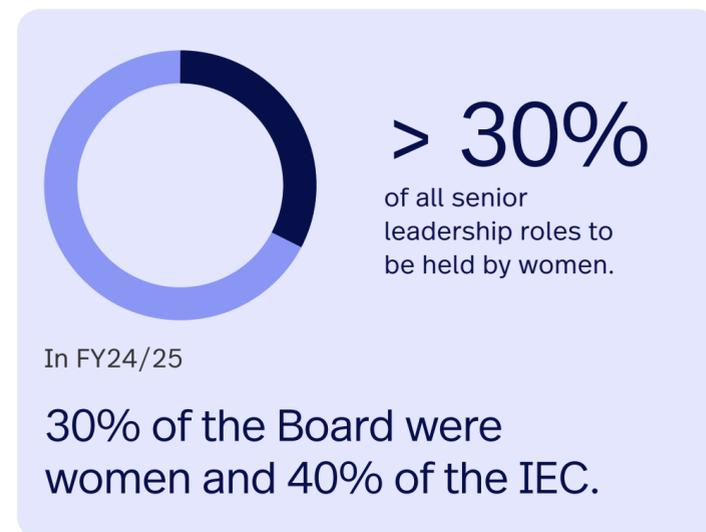
Neurodiversity

Progressing our journey to becoming a neuro-inclusive organisation.

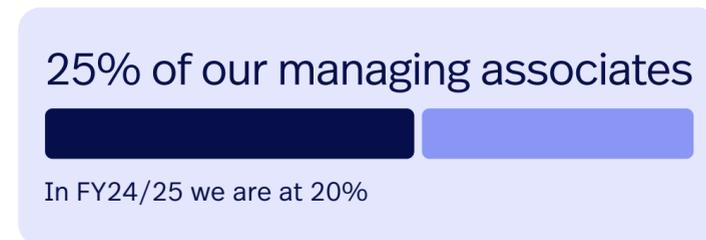
Our targets and progress

Women make up 31% of our international partnership. So, having met our existing target, of 30% by 2026, we have extended this to 40% by 2029.

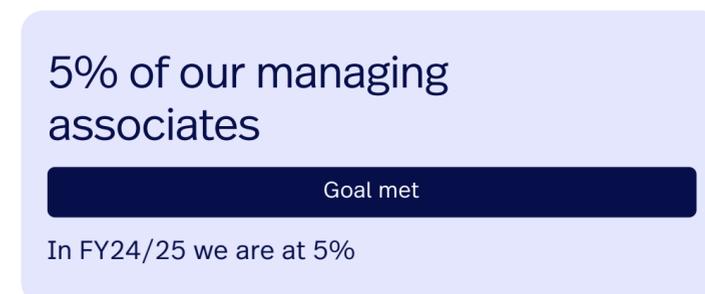
Our additional gender balance targets for 2026 are:



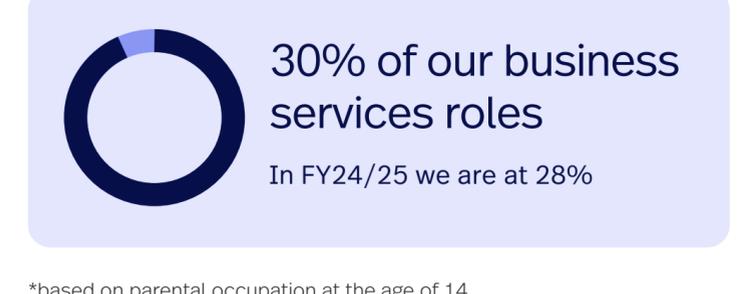
We have revised our UK ethnicity targets with the aim that, by 2029, people from ethnic minorities will make up at least:



Additionally, by 2029, Black people will make up at least:



This year, we introduced UK social mobility targets to ensure that, by 2029, people from lower socio-economic backgrounds* will make up at least:



*based on parental occupation at the age of 14.

Gender equality

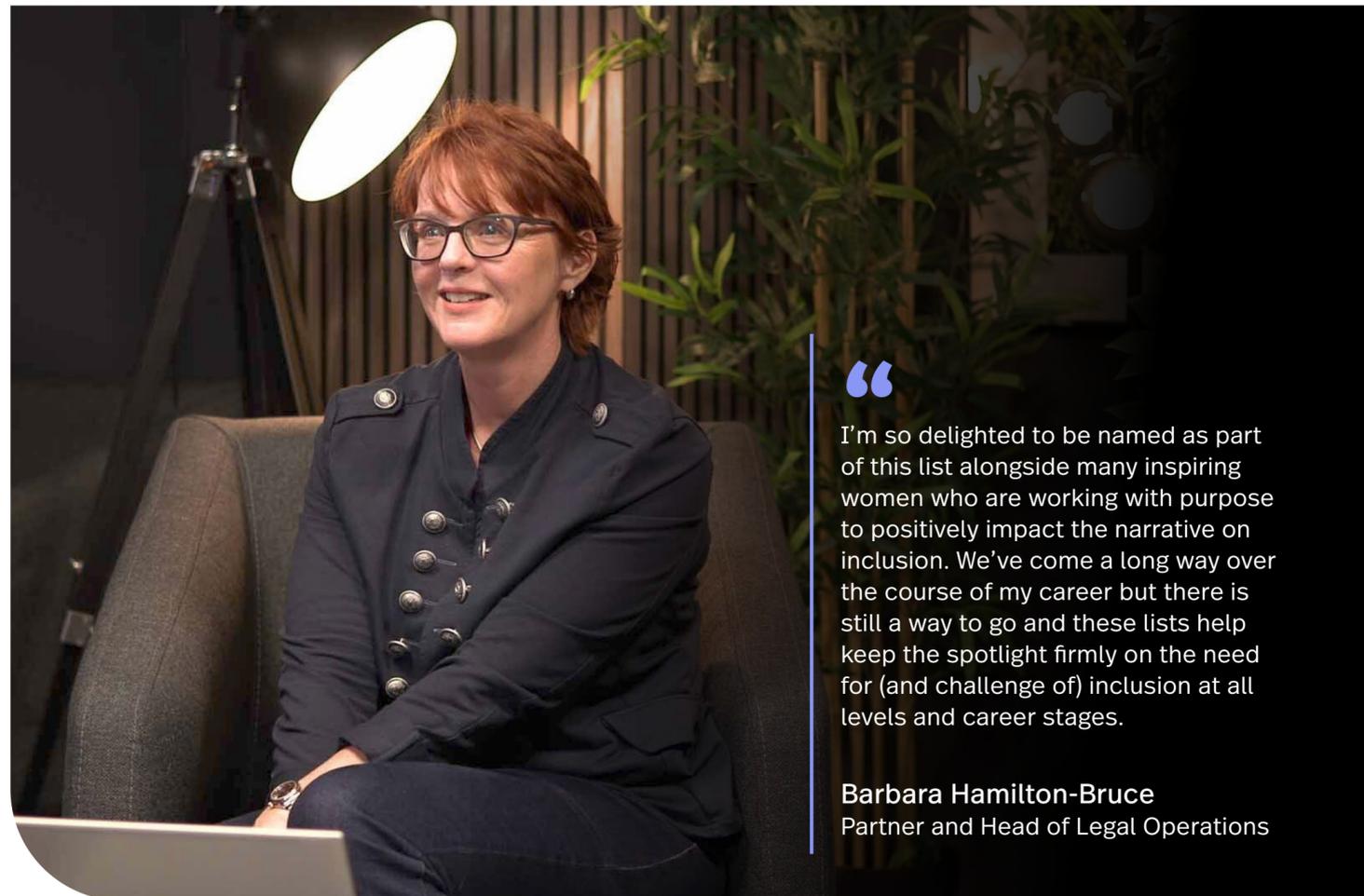
The firm is steadfast in its commitment to achieving gender equality, which continues to be a key strategic priority. This includes setting clear targets to increase the representation of women at both partnership and senior management levels.

Women now make up 31% of our international partnership, a figure that has more than doubled over the past decade.

A vital element of our progress is inclusive leadership, with our female leaders offering their time, experience, and expertise to support others across the firm. One such leader is Barbara Hamilton-Bruce, who was named among the global Top 100 in the 2024 Heroes Women Executives Role Model List.

31%

Women now make up 31% of our international partnership



“

I'm so delighted to be named as part of this list alongside many inspiring women who are working with purpose to positively impact the narrative on inclusion. We've come a long way over the course of my career but there is still a way to go and these lists help keep the spotlight firmly on the need for (and challenge of) inclusion at all levels and career stages.

Barbara Hamilton-Bruce
Partner and Head of Legal Operations

LGBTQ+ inclusion

We are committed to LGBTQ+ equality and to creating a safe, inclusive environment for all our people, wherever they work. Our efforts have been recognised for seven consecutive years as a Stonewall Top Global Employer, supported by partnerships with local LGBTQ+ organisations across Asia, Germany, Italy, the Netherlands, and the UK.

We maintain a comprehensive Gender Identity and Expression Policy and toolkit, and are developing an LGBTQ+ Travel Policy to provide structured support and considerations for employees undertaking relocations or international assignments.



Race and ethnicity

Enhancing racial and ethnic diversity and creating an inclusive environment are key priorities for the firm. Through our partnership with the 10,000 Black Interns Programme, we provide paid work experience opportunities to Black students across multiple sectors. Since introducing a training contract route, we've also recruited two interns as future trainees. We remain committed members of Legal CORE, where we work collectively with others across the

legal sector to drive collective action and promote greater racial and ethnic diversity, equity, and inclusion across the profession. We continue to deliver allyship training and practical toolkits to help address specific challenges and promote inclusion. These initiatives are supported by tailored action plans designed to develop and retain diverse talent while ensuring our people can thrive in an inclusive workplace.

Social mobility

This year, we announced new targets to improve representation of those from lower socio-economic backgrounds in our UK offices. While we're proud to be recognised as a Top Employer by the Social Mobility Foundation, and to have launched several transformative initiatives, we know we must go further, both as a firm and as part of a profession that remains one of the least diverse by socio-economic background.

As of February 2025, we have set clear UK representation targets to be achieved by 2029:



A minimum of 20%

of fee-earners (including partners, managing associates, associates, trainees, and apprentices) to come from lower socio-economic backgrounds



A minimum of 30%

of business services employees to come from lower socio-economic backgrounds.

To achieve these 2029 targets, we're investing in advanced recruitment tools and expanding our social mobility programmes to develop a strong pipeline of future talent.



These ambitious social mobility targets will ensure that we go further and faster in our efforts to widen access and opportunities.

Julian Taylor
Senior Partner



Case study

Access Singapore: Legal Pathways Programme

In collaboration with Access Singapore, we hosted the Legal Pathways Programme in partnership with Standard Chartered Bank, Fountain Court Chambers, and A&O Shearman. The programme enabled students from Anderson Serangoon Junior College, Yishun Innova Junior College, Tampines Meridian Junior College, and Millennia Institute to explore the legal progression through interactive sessions on contemporary topics such as:

- Disputes: Law and Order
- Employment Law: Making Positive Changes
- Banking and Sustainable Finance: How Banking Can Save The Planet
- Technology and Law in the Future

This initiative supports a more equitable future for aspiring legal professionals and helps open doors to the legal industry for students from diverse backgrounds.



Brampton Future Lawyers programme

In partnership with Brampton Manor Academy Sixth Form in London, we support students interested in pursuing legal careers through a two-year programme offering work experience, mentoring, and skills development sessions.

Young Talent Programme

Our long-standing partnership with Frederick Bremer School in Walthamstow, London, continues to inspire students and broaden their horizons through sustained, long-term opportunities. For over a decade, the Young Talent Programme has provided valuable insight into the legal profession and other career pathways, helping students build confidence and aspiration.

Solicitor apprenticeship programme

We continue to broaden access to legal careers through our Solicitor Apprenticeship Programme, offering candidates from diverse socio-economic backgrounds the opportunity to earn while they learn. Over six years, participants gain hands-on experience while dedicating one day a week to academic study with BPP University, ultimately qualifying as solicitors.

Empathy e.V. social mobility mentoring programme

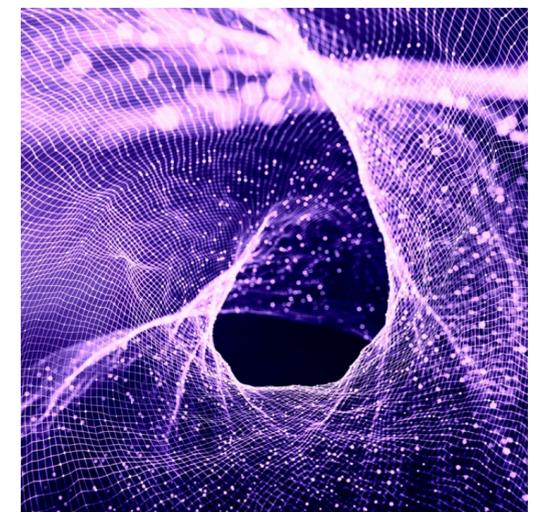
In our Frankfurt and Düsseldorf offices, we're proud to participate for a second year in the Empathy e.V. Social Mobility Mentoring Programme, run in collaboration with one of our clients. The programme champions educational equity and fosters community among students from diverse backgrounds, supporting our shared commitment to social inclusion across Europe.



Neurodiversity

We are committed to creating a neuro-inclusive culture and have implemented a proactive plan to support this goal. In partnership with a specialist provider, last year we conducted detailed workplace assessments to better understand the needs of neurodiverse employees. This year, we used these insights to deliver tailored support recommendations and inform adjustments and initiatives that enable everyone to perform at their best. To promote further understanding, we deliver regular firmwide training, including a recent collaboration with a client to host sessions on neurodiversity. These sessions provided practical guidance for legal teams and hiring managers, as well as strategies for fostering an inclusive workplace that supports all colleagues.

We also developed a Neurodiversity Performance Review Toolkit, designed to assist both reviewers and reviewees in recognising and accommodating the unique needs of neurodivergent individuals during evaluations. In addition, our UK private medical insurance now includes coverage for neurodiversity diagnoses, ensuring access to vital support.



Employee networks

Our employee networks continue to thrive and evolve, fostering connection, support, and a shared sense of purpose across the firm. We recognise that these networks are integral to life at Simmons & Simmons, helping to build community and strengthen inclusion.

This year, we were proud to launch the **Parents and Carers at Simmons Network**, designed to support colleagues balancing professional responsibilities with parenting or caregiving duties. The network fosters a supportive community where members can connect, share experiences, and access resources, while raising awareness of the challenges faced by working parents and carers.

By actively listening to our people and collaborating with clients, the network also advocates for enhancements to policies, benefits, and career development opportunities, helping to strengthen understanding, inclusivity, and retention across the firm.



I'm delighted to be leading our network for parents and carers. Outside work commitments often have a significant impact on how we approach our work and how we feel, which has important consequences for work delivery that should be factored into the running of any leading professional services firm. I'm excited to see how this network evolves and how our voice helps shape our work culture and our attractiveness to top performers with caring / parental responsibilities.



Eucharía Bragg
Partner, Structured Finance and Derivatives

Gender balance at Simmons

Our gender balance network continues to support the progression of both women and men across the firm. This year's International Women's Day activities were our most extensive yet, including:

- a panel event celebrating our pro bono charity partners, featuring BelEve, HERA, Women's Aid, So They Can and Justice & Care;
- a special open network meeting handed over to two inspiring guest speakers, Dr Felicity Gerry KC and Dana Denis; and
- a virtual STARS session on female career progression with insights from male and female panellists across our international offices.

Race and ethnicity at Simmons

Leading the discussion on race in the workplace, the network has organised a number of impactful events, including a book club and a Black History Month session exploring Black-inspired art. They also welcomed the East Asian Lawyers Organisation for a quarterly meeting and celebrated South Asian Heritage Month with a fireside chat featuring Lubna Shuja, the immediate past President of the Law Society of England and Wales.



LGBTQ+ at Simmons

Continuing to raise the profile of LGBTQ+ inclusion across the firm, the network focuses on building connections through storytelling, visibility, and engagement. This year's activities included a STARS panel session, "LGBTQ+ Voices: Learning from Lived Experiences - An International Overview," alongside Pride celebrations across our global offices, from Drag Bingo in London and the Bristol Pride Parade to Rainbow Dress Day in Luxembourg and Pink Monday in Germany.



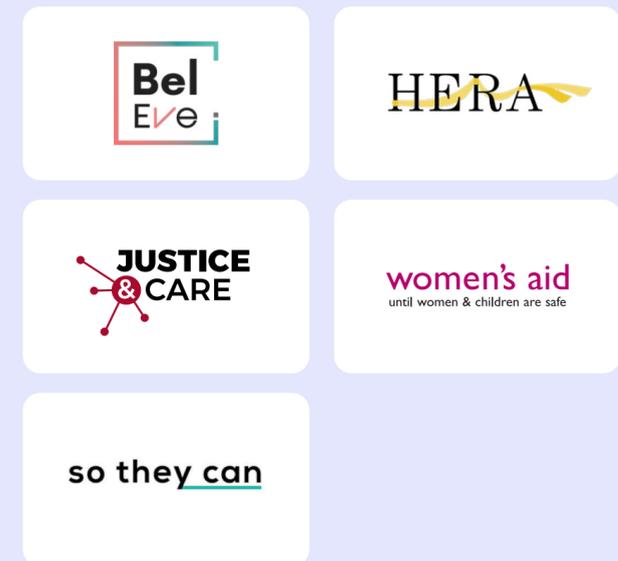
Case study

International Women's Day 2025

This year, to celebrate International Women's Day, we hosted a number of events across our international network which centred around this year's theme: "For ALL Women and Girls: Rights. Equality. Empowerment."

In Madrid, we teamed up with Maria Gimeno, visual artist, and Silvia Herreros de Tejada, writer and screenwriter to host an exclusive event entitled 'Women and Art'. Both shared their perspectives on the evolution of female representation in art and literature, the advances made by women creators and the persistent gender gap in these fields.

In London, we facilitated a panel discussion hosted by our Chair of the Gender Balance Network, Barbara Hamilton-Bruce, featuring leaders from BelEve, HERA, Women's Aid, Justice & Care, and So They Can.



Our international celebrations ↗

Social mobility at Simmons

Championing social mobility and creating role models is central to ensuring that colleagues from lower socio-economic backgrounds feel a genuine sense of belonging. The network focuses on storytelling and sharing lived experiences to inspire others and highlight the diverse journeys that lead to success. This year, the network hosted a STARS panel session on overcoming barriers to social mobility in the workplace and continued its 'Social Mobility Stories' campaign, featuring more stories from leaders across the firm sharing their personal experiences.

Neurodiversity at Simmons

The network continues to champion neurodiversity and advise the firm on strengthening our neuro-inclusive practices. This year's highlights included a Neurodiversity Celebration Week campaign, where members shared personal stories, and the launch of a Neurodiversity Performance Review Toolkit, helping reviewers and reviewees understand and accommodate individual needs during evaluations.

Religious networks

We have three active religious networks representing the Christian, Jewish, and Muslim faiths. Each network brings together colleagues who share an interest in that faith, offering opportunities to connect, learn, and celebrate together. They also mark key religious and cultural events throughout the year, fostering understanding and inclusivity across the firm.



Parents and carers at Simmons

Parents and Carers at Simmons is the newest of our employee networks. The group hosts regular in-person coffee meetings in the UK, encouraging members to share experiences, exchange knowledge, and provide feedback on how the firm can better support working parents and carers.

The network also held a seminar on balancing school holidays with work and caregiving responsibilities, offering practical insights and peer support.

To mark the network's launch, we hosted a session with Dr Kathryn Kissell through our wellbeing partnership with Smart About Health. With many in the workforce balancing parental and caregiving roles, the session explored managing parental guilt, creating spaces of belonging, and supporting career ambitions, while providing strategies to reduce guilt and maintain wellbeing.



UK pay gap analysis

In the UK, our largest country presence, we conducted a comprehensive pay equity analysis, examining gender, race and ethnicity, and other demographic factors. In 2024, our mean employee pay gap was:



While these figures are consistent with averages across the UK legal sector, we recognise that our gender pay gap remains higher than the national average. We are committed to narrowing both gaps and driving lasting change.

Closing the gender pay gap

Our plans to reduce the gender pay gap include:

- Setting stretch targets for female representation in senior roles.
- Collaborating with recruitment agencies to ensure access to a broad spectrum of diverse talent.
- Expanding our Partner Sponsorship Programme to support managing associates on their journey to partnership.
- Ongoing management through 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 to improve gender balance.

Closing the ethnicity pay gap

Our ethnicity pay gap in 2024 was 7.01%, a small increase on the previous year. Although this remains in line with the UK legal sector, we recognise there are ongoing challenges to address, and we are committed to continuous improvement. Our plans include:

- Establishing UK targets for ethnic minority representation at every career level.
- Seeking explicit consent when collecting ethnicity data to use this information transparently for performance and remuneration analysis.
- Collaborating with external organisations to broaden access and support students from ethnic minority backgrounds entering the profession.
- Building awareness and an inclusive culture through race and ethnicity allyship training.



Case study

Embedding neuro-inclusion into performance reviews

We launched a dedicated Neurodiversity Performance Review Toolkit, developed by our Neurodiversity at Simmons network. This pioneering initiative forms a key part of our broader neuro-inclusion strategy, underscoring the firm’s dedication to supporting neurodivergent colleagues through thoughtful and tailored HR practices.

Created collaboratively by the network, HR, and an external consultant, the toolkit is designed to support both reviewers and reviewees in recognising and addressing the unique needs of neurodivergent individuals during performance evaluations. Featuring communication tips to promote constructive dialogue, it offers practical guidance such as sending agendas in advance, providing feedback in accessible formats, and creating calm, distraction-free environments for meetings. It also encourages users to explore related resources to deepen their understanding of neurodiversity.

Recognising that performance reviews can be challenging, the toolkit includes a companion guide for reviewees, ensuring neurodivergent colleagues are equally supported. The guide emphasises adjustments such as allowing individuals to choose meeting formats and locations that best suit their comfort levels, and provides strategies for preparation and follow-up to help colleagues navigate the process with confidence.

By embedding neuro-inclusion into this core HR process, we are improving the review experience for neurodivergent colleagues while introducing best-practice guidance that benefits everyone. Early feedback has been overwhelmingly positive, with the toolkit embraced by both neurodiverse and neurotypical colleagues at all career levels. Its principles are already being shared externally as part of best-practice exchanges with clients and peer firms.

This initiative builds on the progress made since launching our neuro-inclusion strategy in 2022 and represents a significant step towards embedding inclusion into our everyday operations, fostering a culture where everyone can thrive.

Initiatives

To maximise our impact, we are committed to creating, building, and strengthening relationships with a diverse range of organisations and entities. Through these collaborations, we are able to make meaningful progress against the UN Sustainable Development Goals and help address inequality.

Aspiring Solicitors

Rare Recruitment

Big City Bright Future

10,000 Black Interns

10,000 Able Interns

Stonewall Diversity Champion

Social Mobility Foundation

The Women in Law Pledge

Gender Equality

Diversity and Inclusion Charter

Mindful Business Charter

Valuable 500

Legal Core

Levelling up Law

Race Fairness Commitment

GOAL 8

3 Life at Simmons

At Simmons & Simmons, our people are central to our success. This chapter focuses on what life at Simmons means, shaped by our Employee Value Proposition (EVP). We are committed to investing in our talent by providing the tools, support, and opportunities needed for people to perform at their best. That means creating an inclusive culture where contributions are recognised, diverse perspectives are valued, and everyone feels empowered to succeed. By supporting our people’s development and wellbeing, we create a workplace where they can thrive and deliver their best work.

Our EVP is key to attracting the right talent and reflects our commitment to ensuring everyone feels valued and supported. Shaped by extensive employee feedback, our EVP was developed through focus groups and engagement surveys, giving us a clear understanding of what our people value most about working at Simmons. We also drew on the firm’s heritage and strategic vision to ensure it aligns with both who we are and where we are headed. We continue to implement our EVP and is a key part of us retaining the best talent.



Mentoring programme

We believe in the power of mentoring to unlock potential and drive career development. Our structured firmwide mentoring programme complements the informal relationships that naturally develop within the workplace. By matching mentees with experienced mentors, it offers a framework for connection, learning, and support, strengthening our culture of collaboration and knowledge-sharing.

With an **average satisfaction score of 9 out of 10**, the programme has been extremely well received. It empowers individuals to achieve their professional goals while enriching our collective culture.



9 / 10

satisfaction score for our mentoring programme



The mentoring programme has been a positively impactful gift to my professional and personal development. My mentor has challenged my thinking and given me strategic insight and support that I wouldn’t have otherwise received in a traditional law firm structure. I also feel equipped and motivated to pass on what I’ve learned to the next generation, and look forward to when that opportunity arises.



Erika Pagano
Head of Legal Innovation and Design

Investing in our people

In 2024, we introduced a new firmwide mentoring programme ensuring that every employee has access to the guidance and support they need to achieve their career goals. Since its inception, the programme has successfully paired nearly 200 mentees with suitable mentors, helping participants to build confidence, resilience, and professional growth.

Supporting our people

To help our people feel supported in the workplace, we also provide a number of benefits and rewards to recognise their contributions, promote wellbeing, and ensure they have access to resources that support both their professional and personal lives. Key benefits include:

Back-up care: six free sessions each year to support childcare, school holiday cover and back-up adult and elder care.

Employee Assistance Programme: access to specialist support with qualified professionals, e.g. free 24/7 confidential phonenumber for emotional, financial, and legal support, unlimited mental health support and unlimited remote GP appointments.

Hybrid working: a policy which supports our people working from home two days a week.

Shared parental leave policy: supporting our colleagues to balance career progression with family responsibilities, supporting them through important life events.

Wellbeing Fund: all employees are allocated their own individual fund each year to claim for products or services that help and support their wellbeing.

Firm sports clubs: access to a number of sports teams across our international network.

STARS Skills Academy: our soft skills academy, giving access to content across key areas such as leadership, impact, wellbeing and ESG across our international network.

We also understand that life needs flexibility. Through our Short-Term Remote Working Policy, colleagues can work from anywhere internationally for up to four weeks annually.



Remote working really boosts my work/life balance. It's energising to switch up my surroundings, which in turn perks up my work output. Plus, dodging the UK's dreary weather by working a bit around holidays is a game changer.

David White
Head of Operations,
FS Regulatory



Our Mini International Secondment Policy allows colleagues to spend two weeks each year working from another Simmons & Simmons office, strengthening global collaboration and cross-border relationships.



The mini-secondment has made me realise that I'm part of a much bigger international team. It will greatly benefit our cross border collaboration in the future.

Susannah Vromans
HR Business Partner



Case study

European football tournament

In 2025, colleagues from across our European offices came together for the Simmons & Simmons Football Tournament in Paris. Fifteen teams from Germany, Ireland, Spain, the UK, Italy, the Netherlands, Belgium, and France participated, raising funds for the Rêves Association, a nationally recognised non-profit that fulfils the dreams of seriously ill children and young people.





Our communities

- 42 Highlights / next steps / long term goals
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Our communities

We recognise our responsibility use our expertise and skills to make a positive and lasting impact in the communities we serve.

Through our international pro bono practice, Charitable Foundation, and volunteering initiatives, we are committed to driving meaningful, sustainable change.

In this pillar

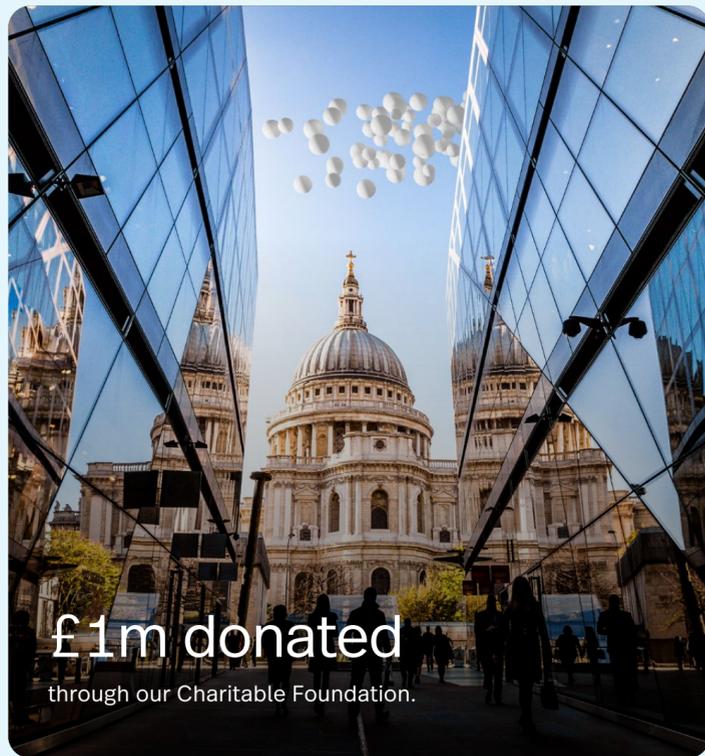
- 1 Pro bono
- 2 The Simmons & Simmons Charitable Foundation
- 3 Community impact



Highlights

13,800+
hours of pro bono support donated.

104 charities
worked with internationally as part of our pro bono work.



33% engagement
with our pro bono practice.

525 volunteer lawyers
supported our international pro bono practice.

Next steps (0-5 years)

Increase participation
on pro bono work from 30% to over 40%.

Continue charitable donations
through our Charitable Foundation supporting charities and disaster relief globally.



More collaboration
with our clients on pro bono and volunteering.

Aim for 15,000+
annual pro bono hours donation.

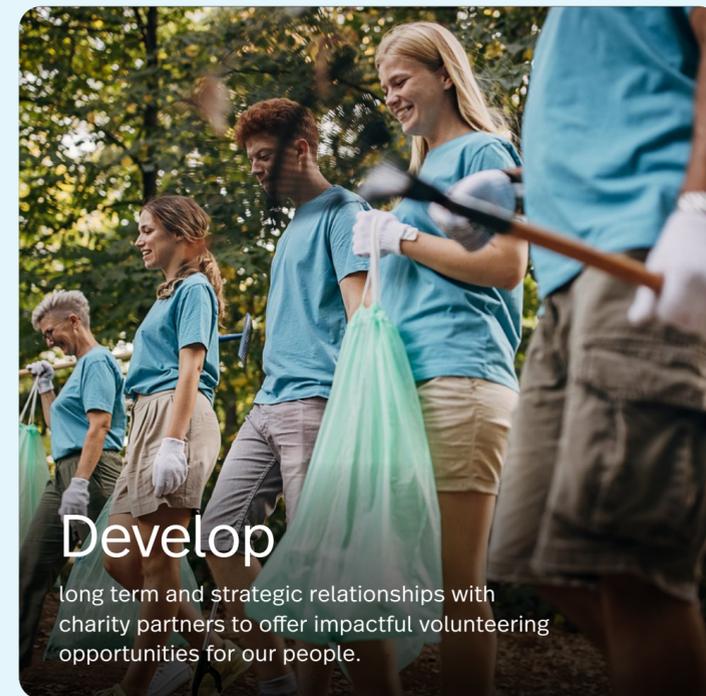
Long term goals (5+ years)

Reflect global need
through our charitable giving.

Grow
our pro bono practice to involve more of our people and more of our clients.

25 hours
of pro bono being donated by each of our fee earners each year.

50%
firmwide pro bono participation.



GOAL 8 GOAL 10 GOAL 13 GOAL 16

1 Pro bono

Over the past financial year, we have continued to provide vital pro bono legal support to individuals in need, as well as to the charitable organisations and NGOs that serve them. This work is a cornerstone of our ethos, demonstrating our ongoing commitment to using our legal expertise to drive positive change.

Our international pro bono practice has grown significantly, with the addition of another legally qualified pro bono professional to our team in September 2024. This expansion has strengthened our management capacity and created more opportunities for our people to participate in meaningful pro bono work.

The impact of this growth is clear:

- Total pro bono hours increased 18.5% from 11,644 in FY23/24 to **13,804** in FY24/25.
- International participation **grew from 31% to 33%** over the same period, keeping us on track to meet our five-year target of 40%.
- Partner-level engagement also increased significantly, from 24% in FY22/23 to **29% in FY24/25**, reflecting our firm-wide commitment to this important work.

Pro bono memberships



We actively encourage all lawyers to participate in our pro bono programmes, with an aspirational target of 25 hours per year for every fee-earner. This goal is supported at the highest levels of the firm, with full endorsement from the International Executive Committee and the Board. In most offices, up to 50 hours of pro bono work count towards chargeable-hour targets, and contributions are integrated into personal development reviews, ensuring pro bono work is recognised and valued as part of career progression and performance discussions.

Our **UN SDG+ International Pro Bono Policy** continues to guide our efforts, embedding the United Nations Sustainable Development Goals into our decision-making. By aligning our pro bono work with the UN SDGs, we focus not only on the hours we contribute but on the tangible outcomes we achieve, ensuring our efforts deliver meaningful, sustainable impact.



As the Pro Bono Partner Lead, I want to extend my heartfelt gratitude to everyone across the firm who has generously dedicated their time and expertise to our pro bono efforts this year. Your commitment has been instrumental in driving meaningful change for non-profit organisations and the individuals they support. Pro bono work is at the heart of who we are as a firm, it reflects our values, our sense of responsibility, and our belief in using our skills to make a positive impact in the world. This year has been a testament to what we can achieve together, and I'm incredibly proud of the difference we've made. Thank you for your passion, dedication, and for helping us continue to grow this vital part of our practice.



Robert Allen
Partner, Disputes and Investigations and Pro Bono Partner Lead

Pro bono partnerships

We're proud to work with a wide range of pro bono partners whose impactful work spans borders and sectors. Together, we support access to justice, equality, and environmental protection worldwide.



GOAL 10 GOAL 13

Climate action

We are committed to pro bono work that advances Sustainable Development Goal 13: Climate Action, focusing on urgent efforts to combat climate change and its impacts. Through initiatives like the Moananui Sanctuary project, we support the development of innovative legal frameworks and sustainable finance mechanisms that protect marine ecosystems and promote climate resilience.



Case study

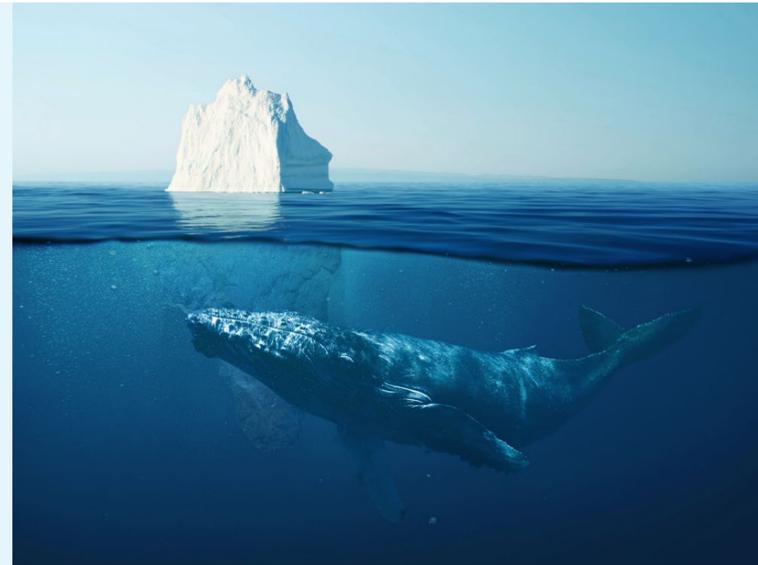
Moananui Sanctuary

A team from Simmons & Simmons collaborated with the Moananui Sanctuary Trust on an innovative initiative to protect whales and their habitats while promoting the long-term health of the Pacific Ocean. The project focuses on two key objectives:

1. Drafting a legal framework to grant whales legal personhood.
2. Developing sustainable finance mechanisms to support ocean conservation.

The legal framework, titled the Te Mana o Te Tohorā (Whale) Legal Personhood Bill, seeks to recognise whales as legal persons, allowing their rights to be defended in legal proceedings. The initiative also incorporates indigenous conservation practices and seeks to establish a sustainable finance model using tools like blue bonds and biodiversity credits.

Whale populations in the Pacific Ocean have been severely impacted by whaling, ship strikes, unsustainable fishing, noise pollution, and habitat destruction caused by climate change and coastal development. Beyond their ecological importance, whales play a critical role in carbon sequestration, with the potential to capture an additional 1.7 billion tons of CO2 annually if their populations are restored. The initiative addresses these challenges by combining legal innovation, indigenous knowledge, and sustainable finance to create a comprehensive solution for whale and ocean conservation.



The project has already achieved significant milestones, including the drafting of the Te Mana o Te Tohorā Bill, which sets a global benchmark for environmental protection by recognising migratory species as legal persons. The initiative has fostered cross-jurisdictional collaboration and engaged indigenous communities to ensure cultural and traditional practices are reflected in the legislation. Additionally, the sustainable finance mechanisms under development aim to attract global capital to support conservation efforts. The project has the potential to drive systemic change in environmental law and ocean management, while empowering indigenous leaders and promoting global awareness of the importance of marine ecosystems.



Working with Simmons & Simmons on the Te Mana o te Tohorā Whale Legal Personhood Legislation has been an exceptional experience. Their team demonstrated a deep understanding of the complex legal and multi-jurisdictional issues surrounding this groundbreaking initiative, approaching the project with both professionalism and genuine compassion.

Mere Takoko
Chief Executive Officer,
The Moananui Sanctuary Trust

Case study

Legal Response International

Volunteering with Legal Response International (LRI) has been an incredibly rewarding experience. I first joined LRI in June 2023, attending the UNFCCC meeting in Bonn, Germany as a liaison officer. The conference was an impactful introduction to the complexities of international climate negotiations, and I was struck by the critical role LRI plays in supporting climate-vulnerable countries. The Situation Room, hosted in our London office, is a hive of activity where volunteers coordinate legal advice and research for negotiators who often lack access to in-house legal support. Since then, I've continued to volunteer with LRI, including at COP29 in Baku, Azerbaijan, the "Finance COP", which focused on the New Collective Quantified Goal (NCQG) for climate finance.

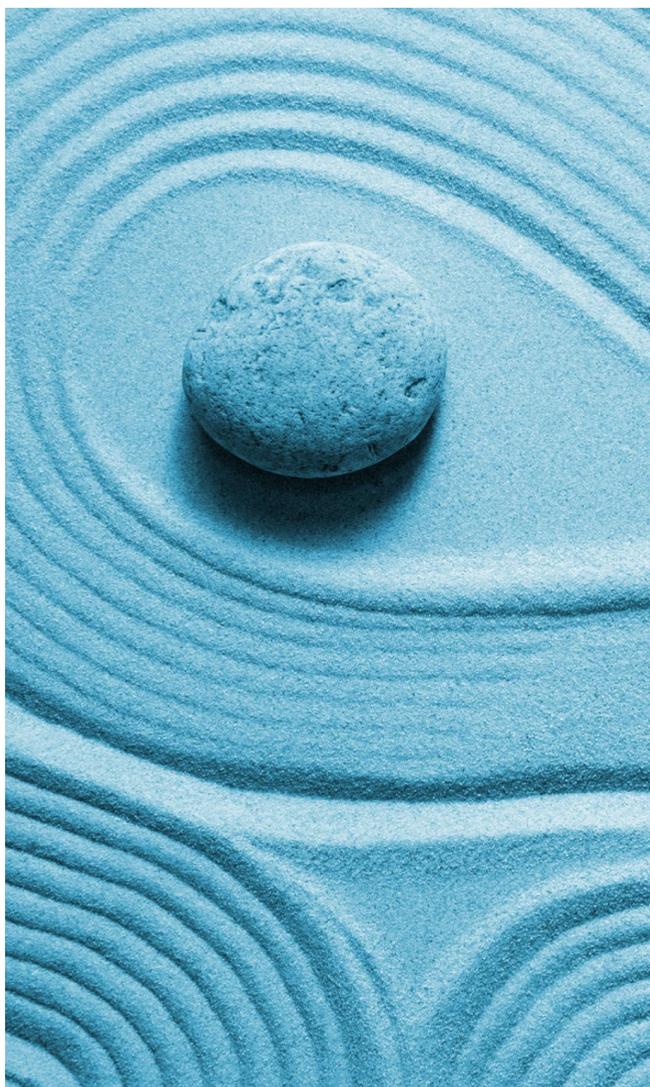
Working alongside LRI's dedicated team deepened my understanding of the legal and procedural challenges faced by least developed country (LDC) negotiators. Beyond the conferences, volunteering in the Situation Room has provided invaluable opportunities to collaborate with lawyers from across firms and jurisdictions, contributing directly to LRI's impactful mission.



What stands out most is the generosity and expertise of the LRI team. Their work is deeply technical, yet always grounded in the real-world needs of vulnerable communities. It's a privilege and a joy to support them, and I'm proud that Simmons continues to champion this partnership.



Rachel McNally
Associate, FS Regulatory



GOAL 5

Gender equality

We are deeply committed to advancing SDG 5 - Gender Equality, which focuses on achieving equality and empowering all women and girls. Through our pro bono work with the Schools Consent Project and our partnership with Women’s Aid, we aim to address systemic issues like gender-based violence and promote equality through education, advocacy, and legal reform.

Case study

Launch of Schools Consent Project

This year, we launched a new pro bono partnership with Schools Consent Project (SCP), an organisation dedicated to educating young people about consent, personal boundaries, and respectful relationships. Through this collaboration, our volunteer lawyers deliver interactive legal workshops in schools, focusing on the legal definitions of consent, the importance of clear communication, and the consequences of non-consensual acts.

The project aims to empower students with the knowledge and confidence to navigate interpersonal relationships safely and respectfully, helping to foster a culture of respect and accountability from a young age.

The importance of this initiative is underscored by alarming statistics: 90% of young girls have received unwanted sexual images, and nearly half of all sexual offences affect those aged 10–19. By addressing these issues early, the project seeks to reduce the risk of sexual violence and promote healthy, respectful relationships. The workshops also provide a safe space for open dialogue, enabling students to ask questions and discuss sensitive topics.

For our volunteers, this project offers a meaningful opportunity to make a tangible difference in the lives of young people while contributing to societal change. Volunteers develop valuable skills in communication, empathy, and education, joining a community committed to gender equality and the prevention of sexual violence.



Schools Consent Project provides a practical way for lawyers to help address the systemic issues of gender-based violence and inequality. As someone who is driven by a desire to prevent social injustices, and being particularly passionate about supporting the rights of women and girls, I was really eager for the firm to partner with SCP. The training provided was inspiring and has equipped our volunteers with tools to make a real difference. I’m hopeful that our work with SCP will help foster a future where equality and respect are fundamental values for everyone.



Jessica Duxbury
Pro Bono Lawyer

Case study

Women’s Aid Research

This year a group of 16 volunteer lawyers supported one of our pro bono charity partners, Women’s Aid, with their Child First research project. The team reviewed over 100 child practice reviews, serious case reviews, and domestic homicide reviews, as well as conducting complex searches in the NSPCC national repository. The Child First legal research project assessed and documented the impact of allowing domestic abuse perpetrators access to children and wider family members through child contact arrangements.

The findings were published in the “Nineteen More Child Homicides” report, which highlights the tragic deaths of 19 children over the past nine years, a 50% increase compared to the previous decade, at the hands of a parent who was also a perpetrator of domestic abuse. These deaths occurred across 18 families, leaving 25 children who lost a sibling, eight who lost a parent, and six who lost both a parent and a sibling.

The report is a call to action, urging the repeal of the presumption of parental involvement in cases involving domestic abuse and the full implementation of the Ministry of Justice’s Harm Panel recommendations. These include fostering a culture of safety, adopting investigative approaches, and improving coordination across agencies. The report also emphasises the need to amplify children’s voices in decision-making, ensure social workers are accredited and trained by domestic abuse specialists, and improve communication and information-sharing between statutory agencies.



Simmons & Simmons has consistently shown a genuine and sustained commitment to our mission to end domestic abuse. Their pro bono support has not only strengthened our capacity but has also made a real difference in the lives of women and children. We are incredibly grateful for their partnership.

Sophie Duggan
Partnership and Development Manager, Women’s Aid

GOAL 10

2 The Simmons & Simmons Charitable Foundation

The Simmons & Simmons Charitable Foundation (Charity Number 1129643) distributes **£1 million** each year to charitable organisations, with the selection process shaped by input from our colleagues. This approach ensures that the causes we support reflect the issues that matter most to our people.

To align our giving with the firm’s priorities, a dedicated sub-committee reviews all nominated charities to confirm that they support the United Nations Sustainable Development Goals (UN SDGs) to which we are committed. Each office receives a share of the charitable funds, empowering them to support local charities and make a tangible difference in their communities.

In the FY24/25 Charitable Foundation nomination process, the following charities received donations:

<p>United Kingdom</p> <ul style="list-style-type: none"> Alzheimer’s Society Winston’s Wish Women’s Aid National Autistic Society Refugee Action Scotty’s Little Soldiers Justice & Care Citizens Advice Bristol (CAB) Prisoners Advice Service (PAS) Lawyers Against Poverty (LAP) HERA BelEve Yorda Adventures Bridges for Communities 10,000 Interns Foundation; Envision Five Talents Ramfel 	<p>Ireland</p> <ul style="list-style-type: none"> Voice Ireland Irish Society for the Prevention of Cruelty for Children (ISPCC) Mount Street Club <p>The Netherlands</p> <ul style="list-style-type: none"> Z! de Amsterdamse straatkrant Stichting Steun Emma Kinderziekenhuis Natuur beschermen in Nederland Natuurmonumenten Stichting Rijden tegen kanker Jeugd Eductie Fonds IMC weekendschool UNICEF Fund Chair in Children’s Rights 	<p>UAE</p> <ul style="list-style-type: none"> Palestinian Children’s Relief Fund Médecins Sans Frontières (MSF) <p>Hong Kong</p> <ul style="list-style-type: none"> Food Angel Justice Without Borders Hong Kong Dignity Institute Limited <p>Singapore</p> <ul style="list-style-type: none"> Willing Hearts Pro Bono SG Children’s Aid Society Access Singapore 	<p>Japan</p> <ul style="list-style-type: none"> Katariba <p>Germany</p> <ul style="list-style-type: none"> Die Tafel Der Deutsche Kinderverein e.V. – gegen Kindesmisshandlung <p>Italy</p> <ul style="list-style-type: none"> Fondazione Progetto Arca Missioni ETS Fondazione Arché <p>Spain</p> <ul style="list-style-type: none"> Funcacion El sueño de Vicky Fundación Aladina 	<p>Luxembourg</p> <ul style="list-style-type: none"> SOS Village d’Enfants Monde RedCross Lux MSF <p>France</p> <ul style="list-style-type: none"> Fondation Archery Espérance Banlieues Rêves <p>Belgium</p> <ul style="list-style-type: none"> Humundi ASBL Capital ASBL Kom op tegen Kanker <p>China</p> <ul style="list-style-type: none"> Han Hong Love Charity Foundation
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I want to extend my heartfelt thanks on behalf of everyone at Women’s Aid. Last year, your incredible donation, alongside your generous pro bono legal support, made a real and lasting difference for survivors of domestic abuse.

Farah Nazeer
CEO, Women’s Aid



The Alzheimer’s Society cannot begin to tell you the impact you have made. In the UK there will be families whose difficult times are made that much better, easier and happier because of you. We are incredibly grateful to you and your colleagues for your generous support.

Sarah James
Regional Fundraiser, Alzheimer’s Society



Your donation will help us continue providing vital support, resources, and advocacy for autistic people across the UK. Corporate initiatives like yours make a real difference in ensuring that autistic people can lead the lives they choose.

Caroline Stevens
CEO, National Autistic Society

Matched funding

The Charitable Foundation also encourages and supports our people to fundraise for causes that are important to them. In FY24/25, just over £40,000 was donated through our matched funding programme, supporting a wide range of different causes, from community initiatives to global charities, that reflect the passions and values of our people. These were:



Christ the Saviour Church of England PTA



Responding to global crises

The need to respond to global crises, whether caused by military conflict, natural disasters, or other emergencies, has never been more urgent. These events have a devastating impact on individuals and communities alike. As a firm, we believe it is our responsibility to help where we can.

Through the Charitable Foundation, we have established dedicated funds to respond quickly and effectively to address such crises, enabling us to provide meaningful support when it is needed most.

In FY 24/25, the Foundation donated to:

UK for UNHCR's Sudan Emergency Appeal

The UK for UNHCR's Sudan Emergency Appeal is a critical initiative providing life-saving support to those affected by the ongoing crisis in Sudan. The appeal delivers essential aid, including food, water, shelter, and medical care, to refugees, displaced families, and vulnerable communities caught in the conflict.

Impact of the donation

Our donation has supported the UK for UNHCR's humanitarian efforts in Sudan, helping to deliver essential aid to those affected by the crisis.

In 2024 alone, UNHCR:

- Issued 89,900 identity documents
- Conducted 1.2 million healthcare consultations
- Provided cash assistance to 150,500 people

In total, more than 2 million people have received support from UNHCR since the beginning of the crisis.

UK for UNHCR's Emergency Fund

The UK for UNHCR's Emergency Fund provides vital, flexible support to enable rapid responses to humanitarian crises around the world. The fund ensures that refugees and displaced communities receive immediate assistance, including shelter, food, clean water, and medical care, when emergencies strike.

Impact of the donation

Our donation to the UK for UNHCR Emergency Fund supported relief efforts following the earthquake in Myanmar.

It is anticipated that a significant portion of the donation has contributed to:

- Providing emergency shelter kits, including plastic tarpaulins and ropes, to help families live in safe and dignified conditions during the monsoon season.
- Distributing essential items like blankets, mosquito nets, and kitchen sets.
- Strengthening access to legal assistance, psychosocial support, and targeted interventions for vulnerable groups.

Banco De Alimentos

Banco de Alimentos is a food bank network dedicated to fighting hunger and reducing food waste by redistributing surplus food to vulnerable communities. Its mission is to tackle food insecurity and make a meaningful, lasting impact on the lives of those facing hardship.

Impact of the donation

Following the devastating October 2024 floods in Valencia, Spain, Banco de Alimentos provided critical support by distributing food, groceries, water, and hygiene items those in need.



3 Community impact

We recognise the importance of giving back to our communities, and the positive impact volunteering has on our people, helping them feel more connected, engaged, and energised.

To support this, every colleague is entitled to one day of paid leave each year to participate in volunteering activities of their choice. How they choose to spend their day is entirely up to them, allowing everyone to contribute to the causes that matter most personally.

Below are just some of the initiatives our offices have been involved in over the past year.



London

Cook for Good

Colleagues in our London office spent a volunteering day with Cook for Good, a social enterprise that brings businesses and communities together through the power of food. The day involved preparing healthy, home-cooked meals for local organisations, including Cook for Good’s Food Pantry and Happy Baby Community, which supports asylum seekers who are pregnant or have young children.

Cook for Good’s mission, to tackle food poverty, promote healthy eating, and build stronger community connections, aligns closely with our values as a responsible business. Initiatives like this not only allow us to give back in meaningful ways but also help strengthen relationships within our teams and with the communities around us. We are proud to support programmes that make a lasting impact and contribute to a more inclusive and sustainable society.



Milan

In Pharmacy for Children

A team from our Milan office team participated in the “In Pharmacy for Children” initiative, a health and social campaign organised by Fondazione Francesca Rava NPH Italia ETS, aimed at combating child health poverty. The team collected essential medicines and baby care products at the Carlo Erba Pharmacy in Milan to support children in need. This year’s theme, “Tailor-made Health,” highlighted the importance of a personalised approach to healthcare, recognising each individual’s unique genetic and environmental factors for more effective prevention, diagnosis, treatment, and ongoing care.



Dubai

Companies for Good

Colleagues from our Dubai office took part in a volunteering session with Companies for Good, helping to package care parcels for workers across the UAE. The initiative brought team together to support those in need, while fostering connection and purpose through shared action.



Bristol

Bristol Legal Walk and LandAid SleepOut

Our Bristol team took part in the Bristol Legal Walk, a 10km event in support of the Access to Justice Foundation, which works to ensure that vulnerable individuals can access the legal advice and support they need. The event brought together members of the local legal community to raise awareness and funds for free legal services, an essential step towards promoting equal access to justice.

In addition, colleagues from our Bristol office participated in the LandAid SleepOut 2025, a powerful event focused on tackling youth homelessness. Designed to help participants better understand the challenges faced by young people without stable housing, volunteers spent a night sleeping outdoors in a shopping centre car park, raising funds to support 10,000 young people across the UK.



The LandAid SleepOut was a deeply humbling and rewarding experience that helps you understand the struggles of people who are often overlooked. It provides a real insight into the homelessness faced by young people and the organisations that can support them.



Anastasiia Zakrzhevskia
Senior Paralegal, Real Estate



Paris

Course des Lumières

Colleagues from our Paris office laced up their trainers to take part in the Course des Lumières, organised by the Institut Curie, to raise funds for cancer research. This year, more than 14,000 participants joined the event, collectively raising over €250,000 to support life-changing research and patient care.



Our planet

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

Our planet

At Simmons & Simmons, we continue to prioritise environmental responsibility, recognising the urgent need for meaningful and sustained climate action. We are taking proactive steps to reduce our environmental impact and contribute positively to the planet.

Guided by the UN SDGs, we aim to drive measurable progress both within our firm and across our wider network. By focusing on achieving our near-term Science Based Targets and our net-zero carbon goal, we are committed to supporting a healthier planet and helping to build a more sustainable future.

In this pillar

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



Highlights

- 48% reduction**
in scope 1 and 2 (location-based) emissions since 2019.
- Supplier specific data for 222 total suppliers**
a significant increase from last year's supplier engagement exercise.
- 3,796 tCO₂e reduction**
in supply chain emissions.
- 19% reduction**
in business travel since 2019.
- ISO 14001:2015**
awarded to our London and Bristol offices.
- £100,000 of legal support**
awarded to three start-ups, via our GreenTech Fund.

Next steps (0-5 years)

- Further increase energy efficiency**
in offices, including switching from natural gas to electric heating.
- Phase out**
current refrigerants and switch a portion to be natural refrigerants.
- Engage the next 80 suppliers**
and implement a supplier engagement tool.
- Centralising**
business travel data, enabling the collection of more accurate information.
- Educate**
our people through the green room, our international 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.
- Procure**
100% renewable energy and offices to be fully electric.
- Increased engagement**
by hosting events, promoting volunteering and sharing best practice.

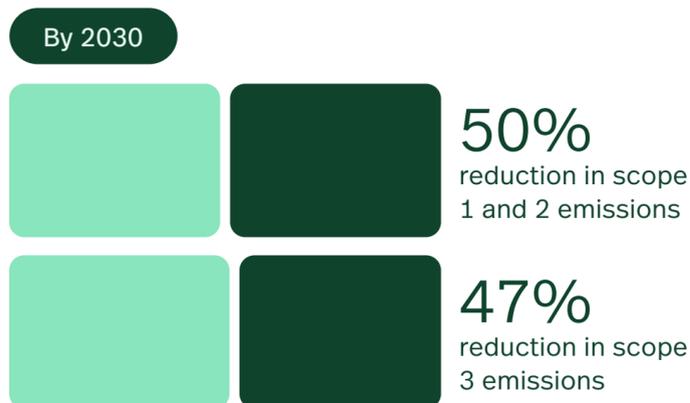


1 Climate change

At Simmons & Simmons, we recognise the urgency and importance of taking strong climate and environmental action. We continue to take meaningful steps to reduce our negative impacts and make positive contributions to the planet.

The firm is committed to reducing scope 1 and 2 greenhouse gas (GHG) emissions by 50% and scope 3 emissions by 47% by 2030. These near-term targets have been verified by the Science Based Targets initiative (SBTi) and are fully aligned with the Paris Agreement’s ambition to limit global temperature rise to 1.5°C. In addition, this year we formally set a target to achieve net-zero carbon emissions by 2050.

From our 2019 baseline, we are committed to:



[Carbon Reduction Plan](#) ↗

+Total using scope 2 (market-based) emissions.
 *This figure is provisional and does not yet incorporate the accurate emissions data to be collected through our 2024 supplier engagement annual exercise.

‡Total % change 2019-2024

Our progress so far

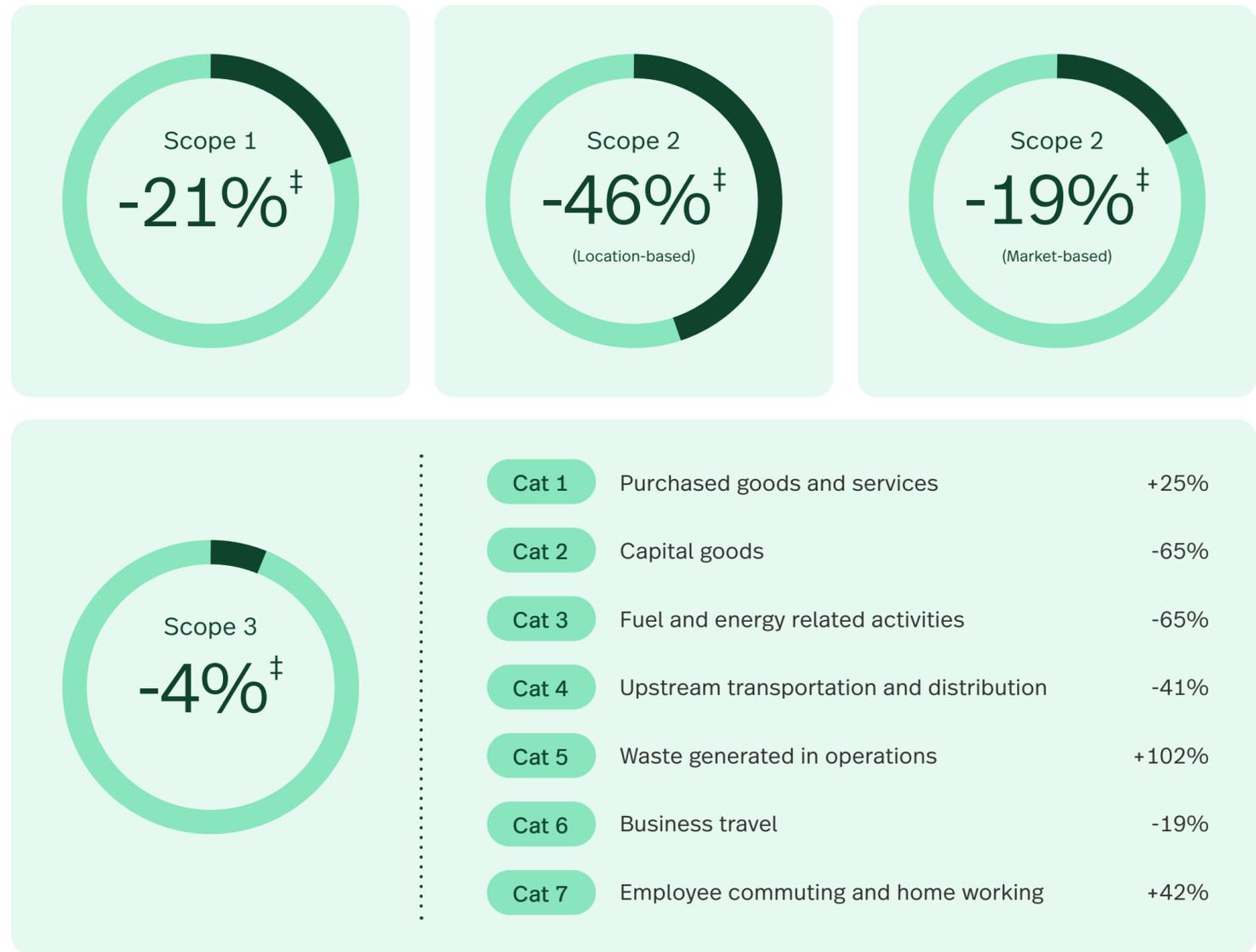
In 2024, our total GHG emissions amounted to 38,615 tCO₂e*, representing a 1.9% increase compared to the previous year. However, this figure does not yet reflect the reductions anticipated from our 2024 supplier emissions campaign.

While the year-on-year change is minimal, it is encouraging to note that our emissions remain 4.4% lower than our 2019 baseline. This demonstrates the impact of the measures we’ve implemented to date and reinforces the importance of continuing to drive progress across all areas of our operations.

We acknowledge the ongoing challenge of achieving sustainable growth while minimising our carbon footprint. Since our 2019 baseline, we have achieved a 46% reduction in scope 1 and scope 2 emissions when reporting under the Scope 2 location-based methodology, and a 14% reduction when reporting under the market-based methodology.

This progress has been supported by several of our offices relocating to newer, more energy-efficient buildings, further contributing to long-term emissions reduction and operational efficiency.

We externally report our carbon performance each year through the publication of a Carbon Reduction Plan (CRP), in accordance with PPN 06/21, which is available on our website. Our scope 1, scope 2, and scope 3 emissions are reported in line with the UK Government’s Streamlined Energy and Carbon Reporting (SECR) regulation and in compliance with the Energy Savings Opportunity Scheme (ESOS).



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
- CFD
- Legal Sustainability Alliance (executive founders)

Business travel

Business travel continues to represent a significant proportion of our carbon footprint, ranking just behind emissions from purchased goods and services and capital goods. As an international law firm, travel plays an important role in how we connect with our clients and colleagues, but we also recognise the environmental impact it brings. As we grow, so does our responsibility to reduce that impact.

In 2024, our business travel emissions increased by 83% compared with the previous year, driven primarily by a 95% rise in air travel emissions, which reflects a 59% increase in total passenger kilometres travelled. Business travel emissions now accounts for 11% of our total emissions, highlighting its continued significance as a scope 3 emissions source and reinforcing its priority status within our sustainability strategy.

We continue to focus on identifying and implementing smarter, lower-carbon ways to travel, including increased use of virtual collaboration tools, more efficient travel planning, and prioritisation of low-emission travel options. We are also working to gather more accurate emissions data across all jurisdictions, enabling us to monitor our footprint more effectively, identify opportunities for reduction, and make evidence-based decisions. Better data will help us measure progress and take meaningful steps toward reducing travel-related emissions as part of our wider sustainability strategy.

To support this, we have partnered with a single global travel operator company (TOC) to streamline travel management across the firm. Previously, each location used its own TOC, resulting in fragmented data and inconsistent reporting. With this unified approach, all travel data will be centralised, detailed and consistent, allowing for improved accuracy in emissions measurement and better oversight.

Reducing travel-related emissions is essential to achieving our firm-wide Science Based Targets (SBTs) and ensuring that we grow responsibly and sustainably, without compromising the quality of our service or the strength of our relationships.



Energy

We achieved a 14% reduction in overall energy consumption compared to 2023 and a 46% reduction against our 2019 baseline, a positive step forward in our commitment to reducing our environmental impact.

This progress is primarily attributed to several of our offices relocating to newer, more energy-efficient spaces, combined with an increase in renewable energy procurement across our international operations. These improvements reflect our continued efforts to enhance the sustainability performance of our workplaces.

We remain focused on identifying further opportunities to reduce energy use and transition to cleaner energy sources as part of our broader decarbonisation goals.



14%

Reduction in overall energy consumption compared to 2023

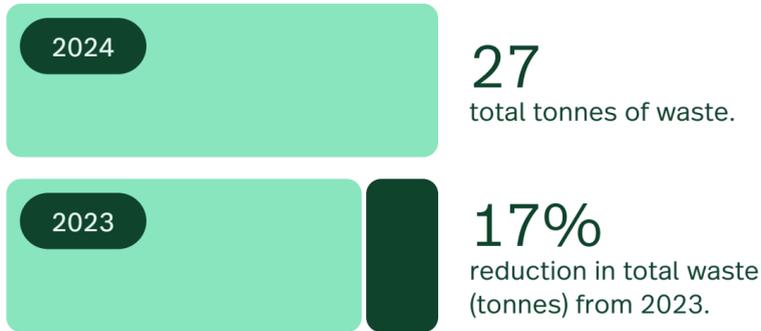


46%

Reduction against our 2019 baseline

Water and waste

In 2024, we continued to implement initiatives aimed at improving our overall waste management and reduction performance across our international offices.



This year, we placed particular focus on reducing food waste. Although we have already eliminated single-use plastics from our Bristol and London offices, we remain focussed on finding new ways to further reduce waste across all locations. Earlier in the year, we joined Stop Food Waste Day, a global initiative dedicated to raising awareness and inspiring action to combat food waste. To mark the occasion, we launched a series of firm-wide activities and resources designed to help colleagues minimise waste. These included:

Volunteering with City Harvest, West London, where 30.5 hours of team volunteering equated to saving 6.8 tonnes of food waste and preventing 17.6 tonnes of carbon emissions.

Collaborating with our IT team to integrate a permanent feature in Microsoft Teams, enabling food requirements to be confirmed via meeting invites, helping to reduce excess food ordering.

Creating resources and guidelines for our international offices, sharing practical tips on waste reduction, such as using food waste bins, composting, and streamlining catering requests.

Green buildings and sustainable design

This year, we made significant progress in our commitment to sustainability by ensuring that the buildings we lease meet the highest environmental standards. Notably:

- Our Madrid office achieved LEED Gold certification.
- Our Amsterdam office was upgraded to BREEAM Outstanding, the highest possible rating.
- Our Hong Kong office was awarded the Platinum Green Performance Pledge.
- Our Shanghai office earned the Pioneer Parksmart certification, recognising its sustainable parking and transportation solutions.

These achievements reflect our continued focus on integrating sustainability criteria into office selection and design, ensuring each space aligns with our goals to reduce emissions and support the decarbonisation of the built environment.

We are committed to minimising our environmental impact and are guided by ISO 14001:2015, the internationally recognised standard for effective environmental management. Our Environmental Management System (EMS), certified for our London and Bristol offices, provides a structured framework that enables us to take accountability for our environmental performance, comply with legislation, and set and monitor meaningful sustainability objectives.

In 2024, we successfully maintained our ISO 14001:2015 certification for both offices. The EMS continues to support continuous improvement and plays a central role in embedding environmental responsibility into our day-to-day operations.



LEED platinum

Dusseldorf, Shanghai

LEED gold

Dublin, Madrid

LEED silver

Frankfurt

LEED zero waste

Shanghai

Parksmart certification

Shanghai

BREEAM outstanding

Amsterdam, Bristol

Green Performance pledge (platinum)

Hong Kong

Moving our London office

Earlier this year, we announced our forthcoming London office move, planned for 2030. From the outset, sustainability principles have guided the design and development process. The new office will be a fit-out rather than a new-build construction, an intentional choice that significantly reduces our environmental impact and embodied carbon.

The new workspace will be designed to support wellbeing, foster collaboration, and reflect our firm's values. Importantly, our people will play a central role in shaping the future workplace through engagement sessions and employee surveys, ensuring the new space meets the needs of our people, clients, and stakeholders.

Supply chain engagement

This year, for the second time, we engaged with our top 400 suppliers to obtain more accurate Greenhouse Gas (GHG) emissions data. In our first year of engagement, we received 66 responses; this year, we nearly doubled participation to 114 suppliers, a clear sign of growing collaboration and awareness across our supply chain.

In addition to direct engagement, we utilised publicly available data from suppliers participating in the CDP (formerly known as the Carbon Disclosure Project), where participation also increased. This broader dataset has further enhanced the accuracy and depth of our supplier emissions reporting.

Our original goal for 2025 was to secure responses from at least 80 of our top 400 suppliers, a milestone we have already surpassed. To align with near-term Science Based Targets (SBTs), we have now set a new target for 2026: to obtain verified emissions data from at least 120 suppliers.

Through these engagement efforts, we achieved a reduction of 3,796 tCO₂e in our 2023 emissions footprint, demonstrating the tangible impact of our collaborative approach to supplier engagement.

We continue to implement our Supplier Code of Conduct which sets clear expectations on environmental standards, including energy consumption, waste management and carbon reduction. This ensures our suppliers uphold the same high standards of ethics, sustainability and environmental responsibility that we expect within our own firm. It provides a clear framework for such issues, helping us manage risk, promote transparency and, and a build more resilient supply chain.

114 suppliers

to obtain more accurate Greenhouse Gas (GHG) emissions data.

3,796 tCO₂e

reduction in our 2023 emissions footprint.



People engagement

Engaging our people is central to our approach to environmental sustainability. Our commitment to responsible environmental practices is embedded in the way we work and supported by initiatives that empower colleagues to take action. All new joiners complete a mandatory environmental induction as part of their onboarding, ensuring awareness of our sustainability goals from day one. We also encourage participation in our international environmental sustainability network, the green room, which provides a platform for colleagues to contribute to firmwide initiatives, share best practices, and take part in events focused on environmental action.

This year, we participated in Earth Hour, turning off non-essential lights across our offices for one hour to demonstrate our commitment to the planet. This initiative served as a valuable reminder of the collective power of small actions and the importance of raising awareness around energy conservation and climate change.



This year we have continued to engage our office communities through a range of campaigns and initiatives. Highlights included a Waste Management campaign, which encouraged friendly competition among employees to maximise recycling efforts, with prizes awarded to top-performing teams. We also held a Wildlife Photography competition, designed to celebrate both creativity and environmental awareness across the firm. The winner of the Wildlife Photography competition selected AmazOOnico Wildlife Rescue Centre to receive a donation to support their work installing safe wildlife crossing signage.



Business travel and our supply chain remain key focus areas for reducing the firm's emissions. Our supplier engagement strategy is already delivering measurable reductions, and we're dedicated to building on this progress year-on-year to meet our ambitious near-term targets and our Net Zero 2050 commitment.

Ariadna Andrino
Environmental, Health & Safety Manager



[Supplier due diligence system](#) ↑

[Supplier Code of Conduct](#) ↗

Environmental initiatives from around the world

We continue to build on our environmental initiatives, achieving ongoing success in reducing our environmental impact. Across our offices, a wide range of sustainable practices have been embraced, highlighting our long-standing commitment to minimising our carbon footprint and making a positive contribution to the planet.

Frankfurt

The Frankfurt office enhanced workplace wellbeing by installing green walls in employee areas. Sustainability efforts centred on three main themes: reducing paper usage, sourcing food locally, and promoting alternative transport options such as cycling and public transport.

Amsterdam

The Amsterdam office significantly reduced food waste by transitioning from pre-ordered catering to a buffet-style lunch service for team lunches. This approach enabled employees to choose only what they needed, reducing over-ordering and last-minute cancellations. Ingredients were safely reused in line with HACCP (Hazard Analysis and Critical Control Point) guidelines, helping to minimise daily waste. Water-saving measures were also introduced, including the installation of sensor-activated taps and optimised toilet flushing systems.

Madrid

The Madrid office advanced its sustainability efforts by switching electricity providers, achieving a noticeable reduction in energy consumption (kWh). A comprehensive recycling system for batteries, toner, and paper was introduced, and all building lights, including the façade, are turned off at 18:00 to conserve energy and reduce environmental impact.

Together, these initiatives demonstrate how our people across our offices are bringing sustainability to life, embedding responsible practices in everyday operations and contributing to a more resilient, sustainable future.



London

The London office contributed 30.5 volunteer hours to City Harvest, preventing 6.8 tonnes of food waste and avoiding 17.6 tonnes of CO₂ emissions. This initiative supported the launch of the firm's first global food waste guidelines to reduce waste across all offices.

In collaboration with NHS Forest, 150 trees were planted across NHS sites in the UK, promoting biodiversity and climate resilience. A Terracycle recycling competition raised awareness about hard-to-recycle materials, and LED lighting upgrades further improved energy efficiency, such as improving lighting timber settings to 20 minutes and installing LED lighting in select client-facing areas.

Singapore

Following its relocation, the Singapore office diverted 99.8% of old office inventory from landfills through reuse, donation, recycling, and repurposing, avoiding 53,600 kgCO₂e in emissions. Employees also benefited directly, with 22.4% of items, including desks, chairs, and appliances, made available for home or remote working use at a nominal cost.

53,600 kgCO₂e

in emissions avoided via diverting 99.8% of old office inventory from landfills through reuse, donation, recycling, and repurposing.

Hong Kong

The Hong Kong office donated used IT equipment, including laptops and monitors, to Caritas, where they were repurposed for underprivileged schoolchildren. This initiative diverted electronic waste from landfills while supporting digital access for students.

Bristol

The Bristol office revitalised its rooftop planters, cultivating herbs for use in the Skyline kitchen area, bringing greenery into the workspace and encouraging sustainable food practices.

Paris

The Paris office reduced approximately 100 kilograms of cardboard cup waste by partnering with Newcy, a provider of reusable plastic cups that are collected, cleaned and returned. By optimising printer settings, over 671,000 pages of paper were saved. The office continues to partner with Les Joyeux Recycleurs and La Grande Serre, both of which employ individuals with disabilities or those re-entering the workforce, to manage waste sorting and green space maintenance.

671,000 +

Pages of paper were saved by optimising printer settings.



Case study

Meaningful offsetting

In 2006, we became the first international law firm to offset our scope 1, scope 2, and part of our Scope 3 emissions by investing in a diverse portfolio of global environmental projects. While we have traditionally selected offsetting projects on an annual basis, we are now taking a bold new step in collaboration with other leading law firms.

Starting with our 2023 emissions footprint and continuing in future years, we are investing in a groundbreaking climate action project led by Save the Children Global Ventures, in partnership with eight major law firms through the Legal Charter 1.5. This first-of-its-kind initiative in the legal sector leverages carbon finance to support child-focused climate adaptation and mitigation in vulnerable communities.

The project will generate high-integrity carbon removal credits, verified under ICVCM (Integrity Council for the Voluntary Carbon Market) standards, while delivering long-term community benefits. By committing to a ten-year funding period, we are helping Save the Children plan sustainably for the future and provide ongoing support for children throughout the 30+ year lifespan of these projects.

This collaborative approach marks a significant innovation in the legal sector's commitment to sustainability and climate action, demonstrating the power of partnership in driving measurable, lasting change.



2 Climate innovation (GreenTech fund)

2025 marked the fourth year of the GreenTech Fund, which provides £100,000 of legal support to up to five start-ups driving positive environmental change. The fund focuses on emerging climate-tech and clean technology organisations working to mitigate the climate and biodiversity crises through innovative solutions and renewable energy initiatives.

The 2025 GreenTech Fund winners are **Notpla**, **SugaROx**, and **PulpaTronics**, pioneering ventures redefining what’s possible in the race to build a sustainable future. Their innovations range from eliminating plastic waste and reimagining supply chains, to advancing carbon capture through agricultural technologies.

This initiative reflects the firm’s ongoing commitment to supporting sustainable innovation and empowering start-ups that are tackling some of the world’s most pressing environmental and biodiversity challenges.

Since we have introduced the GreeTech fund, we have provided a total of £400,000 of legal advice to support organisations at the forefront of the biodiversity and climate crisis.

£400,000

of legal advice provided since the scheme launched.



These are not just exciting start-ups, they’re signals of where green innovation is headed. Each of these businesses is challenging the status quo in its own way, and we’re thrilled to provide them with the legal support they need to accelerate their impact.



Robert Allen
Partner, Disputes and Investigations and Head of ESG

[GreenTech Fund](#) ↗

Notpla

With its seaweed-based packaging that disappears naturally, Notpla is taking aim at one of the planet’s biggest pollution problems: single-use plastics. Already turning heads across the food and hospitality industries, the company is building momentum for a world where packaging doesn’t outlive the product it holds to dramatically cut emissions, reduce pressure on raw materials, and waste across global supply chains.



PulpaTronics

PulpaTronics is bringing radical sustainability to RFID technology with tags made entirely from paper-based materials. By eliminating the plastic and metals traditionally used, their innovation promises to dramatically cut emissions, pressure on raw materials, and waste across global supply chains.



SugaROx

What if crops could help rebalance the climate? SugaROx is engineering sugarcane to trap more carbon and produce higher biomass yields – helping farmers boost productivity while turning fields into powerful carbon sinks.



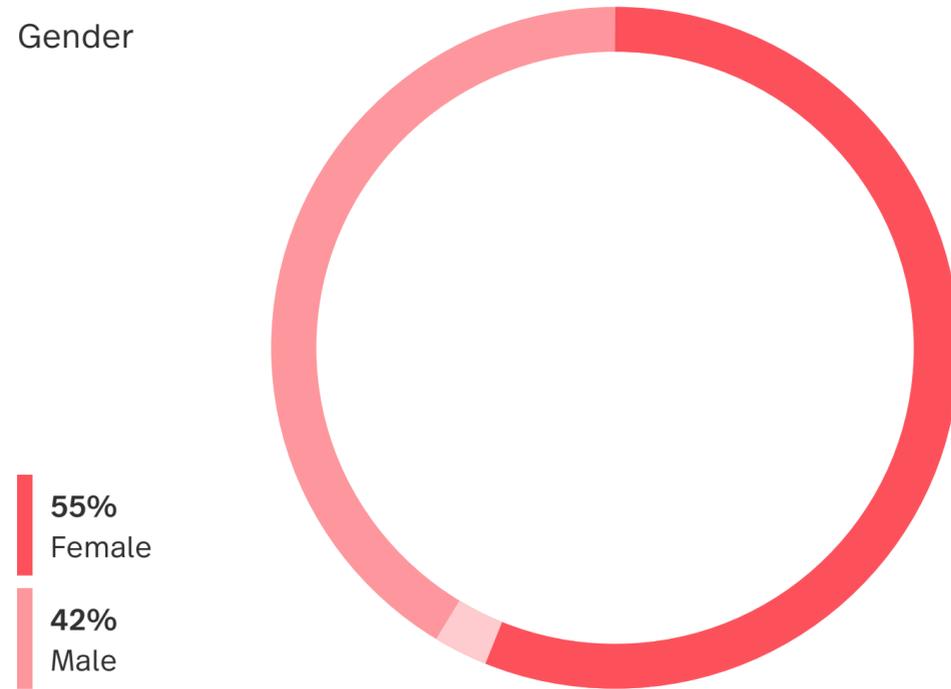
Futher information

58 [Appendix A: Key data on our people](#)

59 [Appendix B: Signatories, policies and statements and training](#)

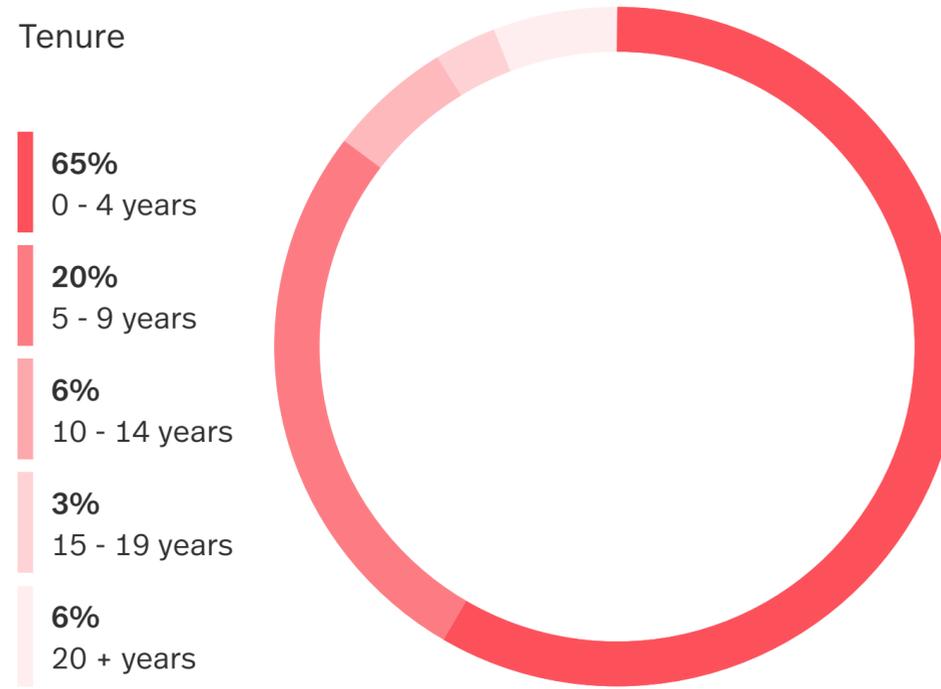
Appendix A: Key data on our people

Gender



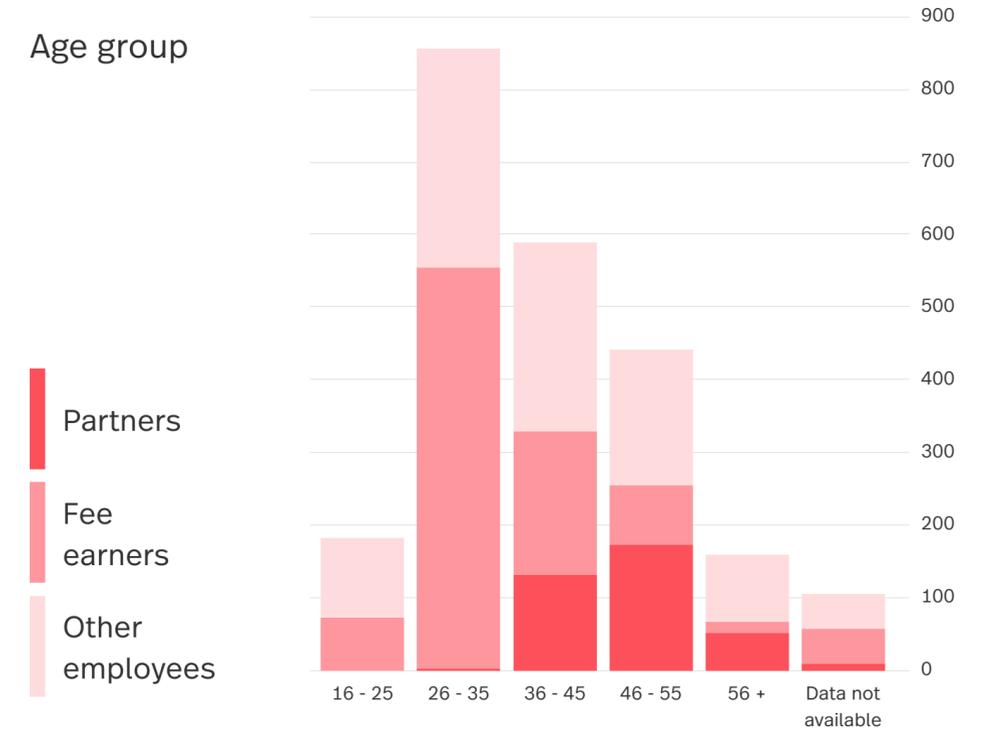
Region	Female	Male	None	Total
Asia	115	73	15	203
Europe	425	353	56	834
Middle East	33	26	9	68
UK	707	518	1	1,226
US	4	0	0	4
Total	1,282	970	83	2,335

Tenure



Service Years	Fee Earners	Business Services	Partners	Count
0 - 4	929	654	127	1,510
5 - 9	173	197	90	460
10 - 14	39	54	58	151
15 - 19	17	22	22	62
20+	13	58	58	152
Total	971	1,009	355	2,335

Age group



Age	Partners	Fee earners	Other employees	Total
16-25	0	80	109	189
26-35	1	549	307	857
36-45	120	197	275	592
46-55	176	67	188	431
56+	48	17	98	163
Data not available	10	61	32	103
Total	355	971	1,009	2,335



Appendix B: Signatories, policies and statements and training

The table below sets out the key policies, statements and training that underpin our commitment to acting ethically and with integrity.

Codes of Practice

Supplier Code of Conduct

Code of Conduct

Personal Data Protection Standard

Use of Generative AI Standard

Policies and Statements

Human Rights Policy

Diversity and Inclusion policy

Bullying and Harassment Policy

Performance Management Procedures

Grievance Procedure

Health and Safety Policy and Procedures

Global Whistleblowing Policy

Anti-bribery and Corruption Policy

Business Gifts and Hospitality Policy

Personal Investments Policy

Business Acceptance Policy

Sustainable and Responsible Business Policy

Modern Slavery Statement

Parental Leave Policy

Employee Privacy Notice

Regulatory Risk Policy

Client Due Diligence Policy

Firmwide Hybrid Working Policy

Environmental Policy

Travel Policy

Business Continuity Policy

Physical Security Policy

Firmwide Sabbatical Policy

Firmwide Mini-international Secondments Policy

Firmwide Short-term Remote Working Policy

Charity Leave Policy

Social Media Policy

Training

Anti-money laundering

Anti bribery

Information security

Phishing

Safeguarding

Data protection • SRA standards and regulation

Anti-facilitation of tax evasion

Ransomware readiness

Creating a positive working environment and culture

Introduction to AI

