

 NORTON ROSE FULBRIGHT

Actions speak louder

Our commitment to our communities, our people
and sustainable practice

October 2020





Our commitment to corporate responsibility

Actions speak louder than words. What follows demonstrates this belief shared by all of us at Norton Rose Fulbright. We have a responsibility, as corporate citizens, to use our skills and knowledge where we can make a difference, whether it is for our clients, or for the wider communities in which we operate, to help shape the future in a way that provides economic, ecological and social benefits for all.

I would like to thank all our people, present and past, who have contributed their skills and free time to help bring about change in a variety of ways around the world.

Gerry Pecht
Global Chief Executive
Norton Rose Fulbright

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Global charitable initiatives

Since 2012, we have endeavoured to bring our people together virtually (and when we can, physically) in support of our global charitable initiatives. These are in addition to the many local charitable activities that our 50+ offices around the world support.

Our global charitable initiatives are proposed and sponsored by a different region each year. Each region is asked to choose an initiative that resonates with the worldwide staff, enjoys broad support among staff members globally and motivates many of them to participate and take action.

Our charitable timeline



2012/13

Sail the World Challenge

We supported the Jubilee Sailing Trust on a two-year world-wide voyage to integrate people of all physical abilities through tall ship sailing. This won us Global CSR initiative of the year at the American Lawyer Global Legal Awards in 2013.

Beneficiary

Jubilee Sailing Trust

Sponsor region

Europe, Middle East and Asia



2013/14

BP MS 150

In the United States, this bicycle ride from Houston to Austin in support of multiple sclerosis charities is an annual tradition for our US colleagues. In 2014, we entered an international team of 100 cyclists and drew on everyone's help to meet our fundraising target.

Beneficiaries

Various MS charities

Sponsor region

US



2015/16

The Great Canadian Canoe Challenge

We raised US\$250,000 for Special Olympics through various activities, culminating in a sponsored paddling event in the Muskoka Lake of Bays, Canada, attended by more than 100 of our people world-wide.

Beneficiary

Special Olympics

Sponsor region

Canada



2016/17

Challenge 67

We raised US\$150,000 to build a facility for Menzi Children's Home in the township of Tsakane in South Africa. More than 160 volunteers from our offices travelled to Tsakane to help break ground for the construction of the Home.

Beneficiary
Menzi Children's Home

Sponsor region
South Africa



2018/19

The Global Food Challenge

The aim of the Food Challenge is to fight hunger and reduce food waste in our local communities globally. We are helping at foodbanks, organizing food drives, raising funds for homeless shelters and reducing food waste at home and at work.

Beneficiaries
Food-related charities

Sponsor region
Australia

The 2019 Global Food Challenge

Through our charitable initiative for 2018/2019, we are committed to fighting hunger and reducing food waste in our local communities.

Our goals are to:

Raise awareness about how to reduce food waste and engage in food rescue

Change and improve our own food practices

Provide pro bono and volunteering opportunities for our people

Raise funds for our charitable partners

Link like-minded clients in community engagement and fundraising activities.

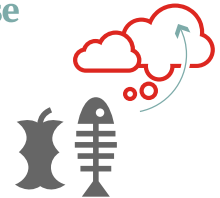
1/3
of all food produced is either lost or wasted



If a quarter of that food was saved it would be enough to feed all of the world's hungry people



Food waste is the 3rd biggest emitter of greenhouse gases in the world



Global food challenge – charitable partners

Canada

Centraide

Daily Bread Food Bank

Eden Food for Change

Leftover Foundation

Ottawa Food Bank

Salvation Army Vancouver

Harbour Light

US

Meals on Wheels

Feeding America

Houston Food Bank

Imperfect Produce

Caritas

Mobile Loaves & Fishes

Kid's Meals

Europe

Bank Zynwosci SOS w Warszawie

Boroume

Fair Help

OSF Opera San Francesco – Milano

Food Bank

Trussell Trust

Le Secours Populaire

South Africa

SAHarvest

Food and Trees for Africa

Asia

Nur Dapur Berkah Foundation
ACT for Humanity

People's Food Bank,
St. James Settlement

Willing Hearts

Ground Up Initiative

Australia and PNG

OzHarvest

Salvation Army



Global Food Challenge *OzHarvest – Cooking for a cause*

People from across our offices and like-minded clients convened in Sydney in April 2019 to cook more than 1,000 meals using rescued food for this signature event in our Global Food Challenge. Our partner, food rescue charity OzHarvest, packaged and delivered these meals to people in need.

FEAST

A team of our Sydney partners cycled from Melbourne to Sydney to raise funds for OzHarvest's FEAST program. FEAST is a curriculum-aligned education program to inspire kids to eat healthily, reduce food waste and be change-makers in their local communities.

NEST

We are also supporting OzHarvest's NEST program, a national education initiative to teach those in need the skills they require to nurture themselves through healthier eating choices and food preparation.

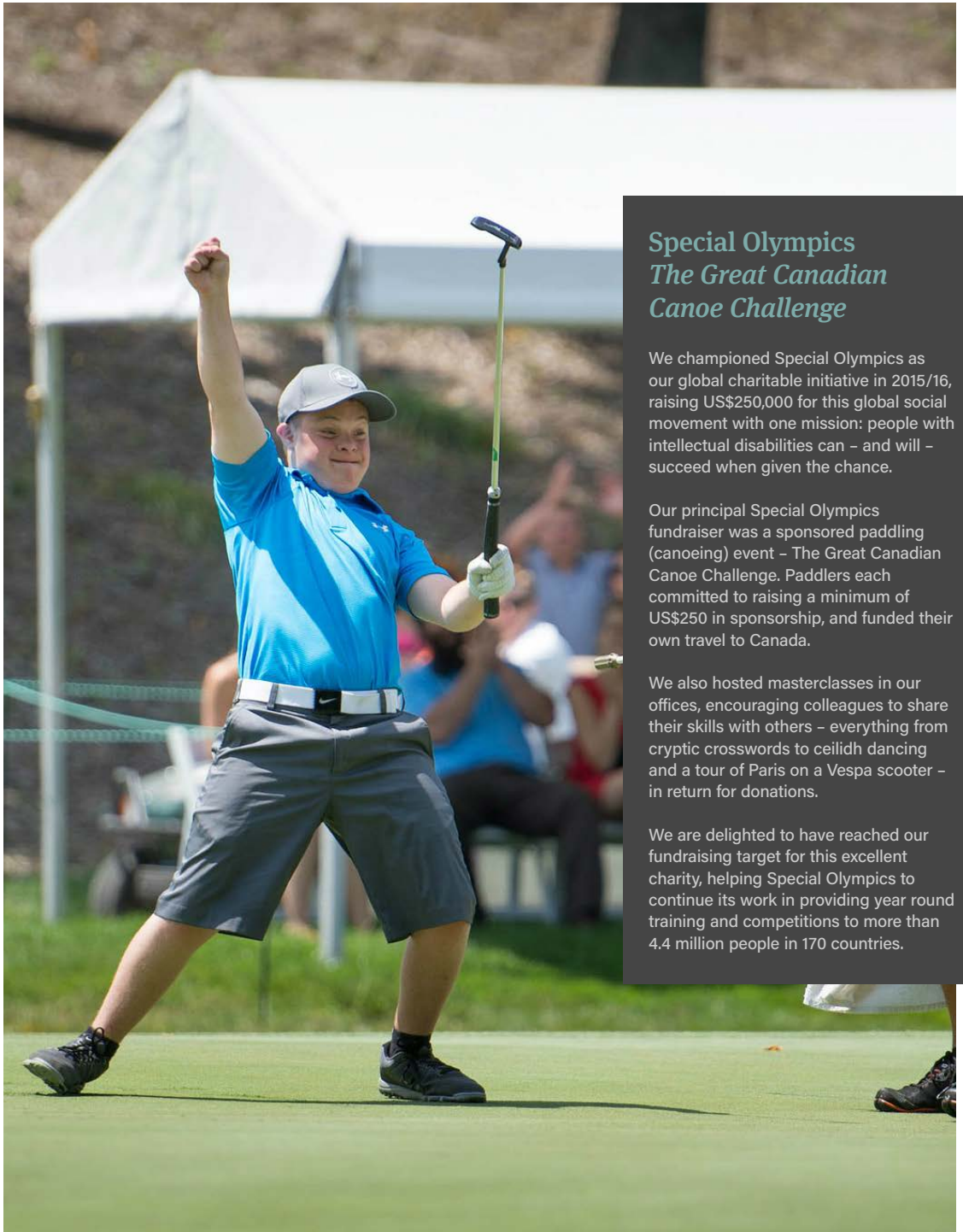
Challenge 67 Breaking ground in South Africa

A team of 167 volunteers from 24 of our offices spent the weekend of 10-12 February 2017 helping to build a facility for Menzi Children's Home in the township of Tsakane. With the aid of Food and Trees for Africa, they also planted a sustainable food garden at Vuyani Primary School to help support the Home's learner feeding program.

This build was part of the primary fundraising activity for our Challenge 67 initiative, which aimed to help change the lives of disadvantaged people in this community. The weekend's events included digging foundations, making bricks and concrete furniture, painting doors and creating a mosaic statue of Nelson Mandela. Our volunteers paid their own way to Johannesburg or used donated air miles.

For more information about Menzi Children's Home and its founder (Ms Matshidiso Mokwape), see nortonrosefulbright.com/corporate-responsibility and our Instagram account [@actions.speak.louder](https://www.instagram.com/actions.speak.louder).





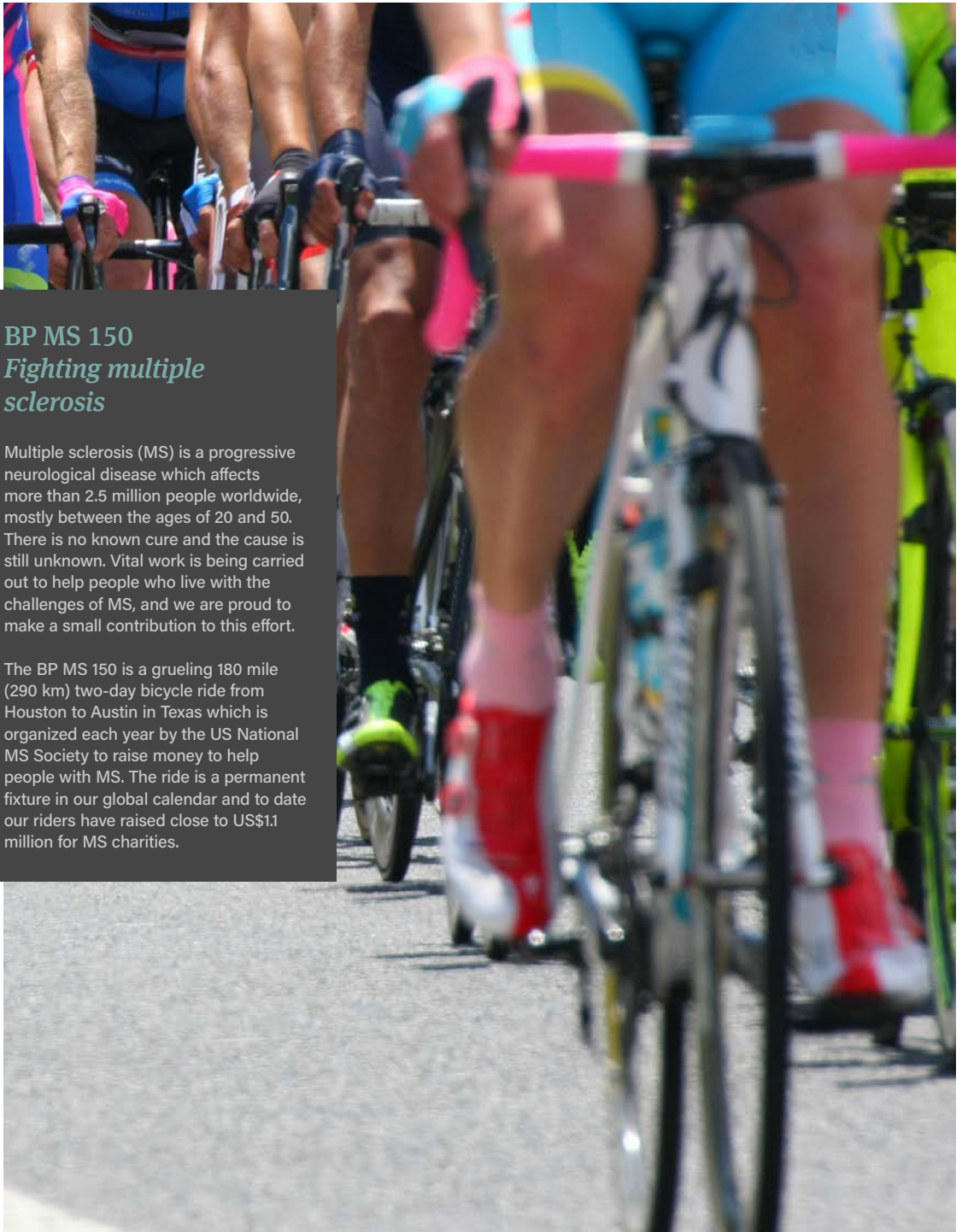
Special Olympics *The Great Canadian Canoe Challenge*

We championed Special Olympics as our global charitable initiative in 2015/16, raising US\$250,000 for this global social movement with one mission: people with intellectual disabilities can – and will – succeed when given the chance.

Our principal Special Olympics fundraiser was a sponsored paddling (canoeing) event – The Great Canadian Canoe Challenge. Paddlers each committed to raising a minimum of US\$250 in sponsorship, and funded their own travel to Canada.

We also hosted masterclasses in our offices, encouraging colleagues to share their skills with others – everything from cryptic crosswords to ceildh dancing and a tour of Paris on a Vespa scooter – in return for donations.

We are delighted to have reached our fundraising target for this excellent charity, helping Special Olympics to continue its work in providing year round training and competitions to more than 4.4 million people in 170 countries.

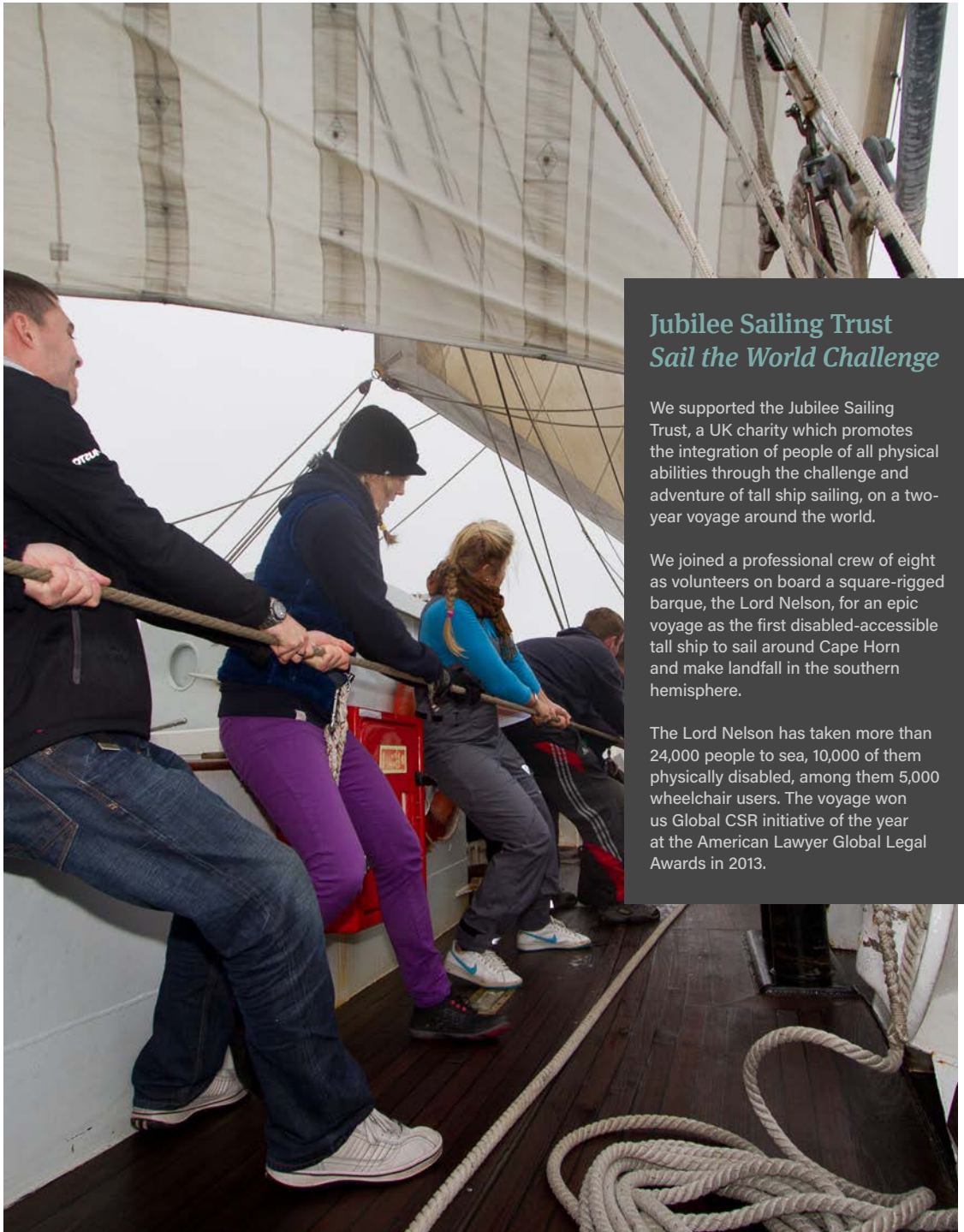


BP MS 150

Fighting multiple sclerosis

Multiple sclerosis (MS) is a progressive neurological disease which affects more than 2.5 million people worldwide, mostly between the ages of 20 and 50. There is no known cure and the cause is still unknown. Vital work is being carried out to help people who live with the challenges of MS, and we are proud to make a small contribution to this effort.

The BP MS 150 is a grueling 180 mile (290 km) two-day bicycle ride from Houston to Austin in Texas which is organized each year by the US National MS Society to raise money to help people with MS. The ride is a permanent fixture in our global calendar and to date our riders have raised close to US\$1.1 million for MS charities.



Jubilee Sailing Trust *Sail the World Challenge*

We supported the Jubilee Sailing Trust, a UK charity which promotes the integration of people of all physical abilities through the challenge and adventure of tall ship sailing, on a two-year voyage around the world.

We joined a professional crew of eight as volunteers on board a square-rigged barque, the Lord Nelson, for an epic voyage as the first disabled-accessible tall ship to sail around Cape Horn and make landfall in the southern hemisphere.

The Lord Nelson has taken more than 24,000 people to sea, 10,000 of them physically disabled, among them 5,000 wheelchair users. The voyage won us Global CSR initiative of the year at the American Lawyer Global Legal Awards in 2013.

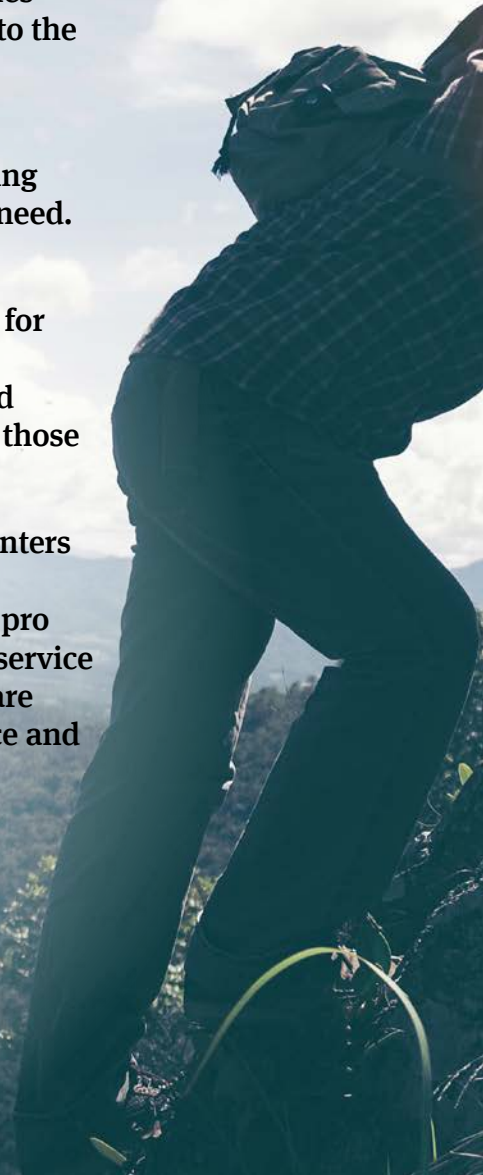
Pro bono

We encourage our people to use their legal knowledge on a pro bono basis to help people in the communities where we live and work, who otherwise lack access to the services we offer.

In our offices around the world we partner with organizations which share our commitment to offering assistance and legal knowledge to those who are in need.

Participation in pro bono initiatives is open to all of our lawyers. In some cases, our offices offer leave for colleagues to spend time on approved pro bono projects whilst in others, we encourage and promote engagement by recognising and rewarding those who give their time to participate in pro bono work.

Whether providing legal advice through local law centers and clinics or assisting charities and non-profits by offering assistance on legal matters, we provide our pro bono clients with the same high standards of client service as our fee-paying clients, and in return, our people are given the opportunity to develop valuable experience and advocacy skills.





CASE STUDY

El Salvador police officer granted asylum

We helped secure asylum for a former police officer from El Salvador who fled to the US under threat of death as a result of his work involving gang-related crime. Following a trial in April 2018, the San Antonio Immigration Court granted asylum for our pro bono client, who was referred to the firm by American Gateways, a non-profit immigration law firm in Austin.

Born and raised in El Salvador, our client worked for years as an investigator with the National Civil Police. He focused on anti-gang operations, including gang-related homicide investigations that required him to testify in open court. As a result, our client was targeted by the powerful Mara Salvatrucha gang, commonly known as 'MS-13'.

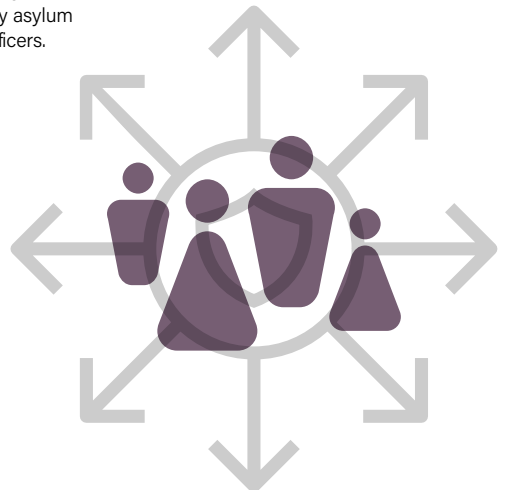
After the gang targeted our client with verbal threats and a violent assault in his home, he was forced to relocate two hours away, leaving behind his mother, to continue his work for the police. However, MS-13 tracked him down and repeatedly threatened to murder him. The security forces in El Salvador were unable to protect our client, and so he had no choice but to flee his home country to seek asylum.

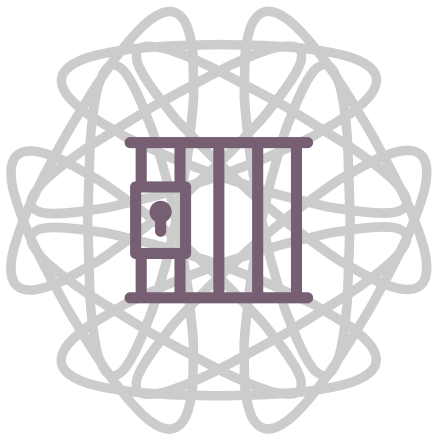
After turning himself in to US immigration authorities in early 2017, announcing his intention to seek asylum, he was detained for several months. After his release, we took his case and filed his application for asylum. The Department of Homeland Security (DHS) opposed our client's application.

In our prehearing submissions, we distinguished our client's case from a long line of immigration-law cases holding that threats to police officers by virtue of their work alone do not meet the level of "persecution" that can sustain an asylum claim. We explained that our client was targeted personally, outside the line of duty; he was not subjected to threats simply because he wore a police uniform or was stationed at a crime scene.

At trial, in turn, DHS tried to suggest that the persecution our client faced did not directly result from his anti-gang law enforcement work and his actual and imputed anti-gang political views. The Immigration Court concluded otherwise, and granted our client's application at the close of the hearing.

The court was impressed by our client's testimony, our extensive evidence of the dire conditions our client faced in El Salvador, and our detailed briefing on the unique legal issues presented by asylum cases involving former police officers.





CASE STUDY

Favorable settlement reached for client in complex civil rights case

Appointed by US Magistrate Judge Jason Libby in 2017, our Houston office represented Jimmy Arneal Butler in a civil rights dispute against two prison guards in a matter that was referred to us by the Federal Bar Association.

In July 2018, our disputes team secured a highly favorable result for the client, settling this demanding prisoner civil rights case that involved a wide range of sophisticated constitutional issues.

Mr Butler alleged that the defendant guards violated his rights under the Eighth Amendment by failing to protect him from a violent assault by another inmate while Mr Butler was restrained in

his cell. The defendant guards asserted a defense of qualified immunity.

In the spring of 2017, our lawyers succeeded in their argument that discovery should be broadened outside the scope of qualified immunity, and the case was then set for a jury trial before US District Judge Hilda G Tagle in July 2018.

Ultimately, the matter was resolved on the eve of trial after two years of litigation that involved extensive discovery. Mr Butler received financial compensation and was transferred to a different prison unit.

CASE STUDY

Human rights for US citizens in Puerto Rico

Orlando Vidal, our head of compliance in the Middle East, has for twelve years represented the former Governor of Puerto Rico in a case asserting that the US is violating international human rights in Puerto Rico by denying the 3.5 million US citizens living there the right to vote in federal elections while at the same time applying federal law to them.

In September 2018, Orlando appeared at a hearing before the Commission, along with the current Governor of Puerto Rico, Ricardo Rosselló, and a senior delegation representing the Puerto Rican government.

The US was represented by Carlos Trujillo, US Ambassador to the Organization of American States, as well as by lawyers from the US Department of State.

The Commission has been urged to issue its report prior to the 2020 Presidential Elections.



CASE STUDY

Advocating for human rights in Europe and Canada

Lawyers 4 lawyers

We help Lawyers 4 lawyers, a Dutch independent non-political organization which lobbies for lawyers who are threatened and prevented from implementing internationally accepted law in some parts of the world, including in Latin America and China. The organization brings such cases to the attention of national and international institutions and organizations, including the United Nations and the European Parliament.

We created a toolkit for its representatives in Russia to help lawyers, particularly those advocating for human rights, to communicate the vital role played by lawyers. This toolkit, will, we hope, promote an understanding of the concept of a fair trial under international law using selected case studies which demonstrate best practice in other jurisdictions.

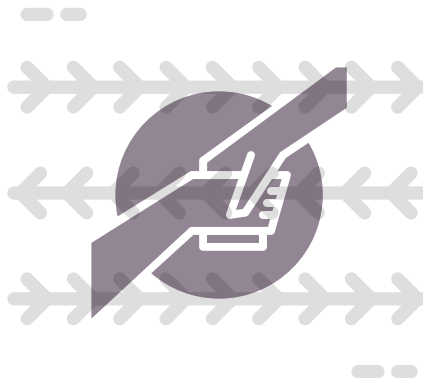
Helping the homeless with Médécins du Monde

In Canada, we are acting on behalf of Médécins du Monde, challenging the legality and constitutionality of the Régie de l'Assurance Maladie du Québec's policy of denying access to the public healthcare system to Canadian-born children of immigrants whose status in Canada is not yet regularized.

Médécins du Monde is an international organization which helps homeless people from its mobile medical trucks and provides free healthcare to those not covered by the public health regime, or who are unable to afford tests or other procedures. In addition to dispensing medical care, these clinics reintegrate and connect homeless patients with other social services.

Helping refugees to begin a new life

Too often, refugees find themselves isolated economically and emotionally in a new and strange country when what they need is to start building strong networks of support. Our Amsterdam team provided pro bono legal advice to refugees via The Refugee Company to help them begin their lives in the Netherlands with secure places to stay, access to work experience, paid work or the option to start their own businesses.





CASE STUDY

Attracting private sector funds to support Africa

Women's empowerment fund

In Paris, we are preparing a structured note for the French Ministère des Affaires Etrangères for the development of a fund that will address health problems facing young women in the Sahel zone of Africa, ahead of the 45th G7 summit in August 2019. We are working with a company focused on impact investment to achieve this.

Using the pass-through method of financing, the Women's Empowerment Outcomes Fund will have a mixed LP/GP structure with a trust element, known in French as Fiducie, which repays investors based on results. The fund is part of a multi-governmental development investment bonds project.

We are also involved in a social impact bond for Médecins du Monde.

Red Cross humanitarian impact bond

Our London team supported the International Committee of the Red Cross on a funding project to encourage social investment from the private sector.

We advised on structuring and documenting a humanitarian impact bond for the design, construction and operation (including all staffing and training) of physical rehabilitation centers in Maiduguri in the Federal Republic of Nigeria, Mopti in the Republic of Mali, and Kinshasa in the Democratic Republic of Congo over a five-year period.

The funds will support thousands of people who need physiotherapy and mobility devices, including wheelchairs, artificial limbs and braces. We won the Finance team of the year award for our work at the Legal Business awards in 2018.

CASE STUDY

Advocating for human rights in South Africa

Clean water for all

We worked with the South African Human Rights Commission to obtain a court order challenging the South African government's failure to deliver sufficient potable water to some 3,500 of the country's poorest, most vulnerable households. Some of these people survived for years on almost a third of the 25-liter minimum weekly supply which by law the State is required to provide.

The water supplied was contaminated by cholera and E.coli and people were walking long distances to access alternative water sources.

The court order resulted in the households concerned obtaining a sufficient but temporary supply of water. We are now acting in a second round of litigation to pursue a permanent solution in the form of water supply infrastructure.

Justice for people evicted from homes in District Six

Our lawyers in South Africa helped the District Six Working Committee, which represents families, to win a declaratory order that the current democratic government is in breach of its Constitutional responsibility by not providing restitution to people evicted from their homes during the apartheid government's program of racial discrimination. Many have lived in poverty and desperation ever since.

The State has been directed to create and fulfill a program of relief for 2,400 people in an area of South Africa called District Six in the 1960s, part of some 60,000 who lost their homes. It must also report its progress until the process is complete.

Emergency medical treatment saves a life

Our client in South Africa was dying when he approached us for help. He suffered from chronic kidney disease and required haemo-dialysis treatment three times a week, but had been removed from the State's dialysis program (on questionable grounds) and had received no treatment for the preceding nine days.

We approached the court for an urgent order for emergency medical treatment and persuaded the State to reinstate our client immediately onto the kidney dialysis program. This saved his life.



CASE STUDY

Social inclusion in Australia

Journey to social inclusion

Our Australian practice is particularly focused on empowering First Peoples, supporting vulnerable and disadvantaged people in our communities, championing human rights and environmental sustainability.

J2SI Program

As part of our commitment to championing human rights issues, in 2018 we assisted Sacred Heart Mission Inc with the expansion of its innovative Journey to Social Inclusion Program (J2SI Program) through a social impact investment fund, the first of its kind with the Government of Victoria in Australia. The J2SI Program is a relationship-based, trauma-informed program to help end the cycle of chronic homelessness, taking a housing-first approach. Over 600 pro bono hours were contributed to this project and the work is ongoing.

Pride in Diversity

In November 2018 we finalized a collaboration project with Pride in Diversity (PiD) in Australia through which we provided legal research assistance to PiD in the preparation, publication and launch of a guide for workplaces to ensure domestic and family violence policies are LGBTI inclusive.

Child exploitation

In 2017, we worked with academics from the University of Technology Sydney (UTS) and Anti-slavery Australia (ASA) to research and draft a report on online child exploitation in Australia. Behind the Screen was the first report of its kind in the country, bringing together academic research, crime statistics and interviews with law enforcement agencies in Australia and internationally. We are currently collaborating with ASA and UTS to update the report.



CASE STUDY

Working with Aboriginal and Torres Strait Islander Peoples

Reconciliation with Aboriginal and Torres Strait Islander Peoples

We provide pro bono legal assistance to Indigenous corporations and communities, including, for example, the Redfern and La Perouse Aboriginal Communities, the Gujaga Foundation and Artists in the Black, as well as a number of individuals. We are also longstanding participants in the CareerTrackers Indigenous Internship Program and are currently preparing our third Reconciliation Action Plan (RAP) with Reconciliation Australia to improve opportunities for Indigenous peoples and communities in Australia.

Jawun

Jawun is a not-for-profit organization that supports the capacity of Indigenous leaders, organizations and communities to implement and execute their own development goals. The work undertaken by Jawun, which we aim to support, empowers Indigenous-led change and fosters meaningful connections between Indigenous and non-Indigenous Australians. Our work with Jawun is multi-disciplinary and includes the provision of property, employment, insurance, tax, construction, corporate, workplace health and safety, environmental, intellectual property and construction advice for many of the Indigenous businesses we work with.

Advocating for a First Nations' Voice

Earlier this year, we were pleased to stand with our fellow legal practitioners in a call for support for the establishment of a First Nations' Voice enshrined in the Constitution, and for a referendum as a national priority through a joint publication in the Australian Financial Review. This is an important next step toward reconciliation for all Australians and is consistent with our Reconciliation Action Plan, our ongoing support for Aboriginal and Torres Strait Islander peoples, and the position of many of our clients, and the Law Society in Australia.



Legal advice clinics

In addition to high-profile pro bono outcomes, many of our lawyers volunteer with various organizations associated with refugees, asylum seekers, or people in our communities who would otherwise not have access to legal advice. We provide this service either through attending clinics, secondments, working on a range of litigious matters, or a combination of all three.

Canada

Lawyers and paralegals in our Calgary office provide consultations to local people at a special legal grounds advice clinic in conjunction with Pro Bono Law Alberta and the Calgary Public Library. We have been the sole legal supporter of this clinic since its inception in 2010.

Once a year at the Library, we set up booths for different areas of law – family, landlord and tenant, criminal, civil, immigration – whatever the need may be. We provide consultations to help Calgary citizens identify and assess their issues, and provide substantive and procedural advice, where possible, in some cases identifying publicly available resources to help them resolve matters.

In Vancouver we have helped hundreds of people since 2004 by hosting a pro bono legal advice clinic (through Access Pro Bono) once a month, aimed at people with disabilities and/or on low-incomes. In the last year, we have focused on four or five clients of BC Disability Alliance, each with a significant disability and lacking the means to access advice on topics ranging from tenancy disputes to personal injury claims and assistance with creditors.

South Africa

We work at a legal clinic for the poor and marginalised community of Langa on the outskirts of Cape Town, South Africa. Our lawyers volunteer at the clinic each month and assist people on matters, including domestic violence, property transfers, wills and contractual issues.

We have developed a pro bono programme to make available information about people's legal rights under the National Credit Act. We run training and information sessions with different organizations, including the staff of a not-for-profit organization.

We run a weekly helpdesk at a local court in Johannesburg where we assist women apply for domestic violence protection orders.

We work with Black Umbrellas, a business incubator for 100% Black-owned businesses, conceptualized years back by our President, Mr Cyril Ramaphosa. We run workshops with these businesses on legal topics relevant to SMEs in the start-up phase.

US

We participate in volunteer lawyer programs affiliated with local bar associations around the US to represent low-income citizens in civil and family law disputes.

In New York, we have more than 50 cases from legal services partners such as KIND, Legal Aid and The Door. We partner with our client Valero at the Wills Clinic in San Antonio.

In Austin we provide significant pro bono representation for organizations such as the Texas Civil Rights Project (TCRP) and American Gateways. Our Houston lawyers are representing a man in a civil rights dispute against two prison guards referred to us through the Federal Bar Association.

We also successfully represented two brothers in their application for asylum. They fled Central America after suffering abuse from a family member with gang ties.

UK

In London we regularly attend after-work drop-in clinics organized by law centers in the London boroughs of Tower Hamlets and Croydon (part of South West London Law Centers). Our legal staff advise on employment, housing and consumer and small claims disputes.

Our team includes partners, associates, trainees and paralegals, and our contribution does not stop at legal advice: we have helped the legal advice centers to implement more efficient billing systems and marketing materials.

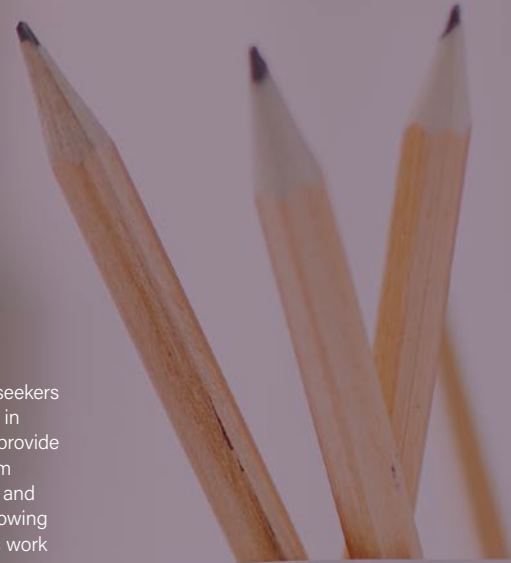
We also support fundraising activities for the London Legal Support Trust, which provides assistance to local law centers.

Each month a team of volunteers from our London office staffs the Liberty Public Advice Line to answer questions from callers on human rights and civil liberties.

Liberty is a non-partisan organization promoting fundamental human rights and freedoms in the UK. It provides this service through a combination of public campaigning, test case litigation, parliamentary work and by providing free advice and information to the public.

Australia

We support refugees and asylum seekers through participation in clinics run in each of our Australian offices. We provide litigation and legal advice to asylum seekers who need judicial reviews and advice on the appeals process following negative protection decisions. This work continues to grow. We are currently advising on a number of cases where families or individuals have been brought to Australia from offshore detention for medical attention. For more than 12 years we have run a legal clinic working with homeless clients in Sydney, or those who are at risk of homelessness .





Fundraising and volunteering

We give back to our local communities both through monetary donations from our people and by contributing time and skills to a wide range of community initiatives. Often, our efforts straddle both. Around the world we have in place a range of volunteering programs that draw on our charitable partnerships and internal committees. Our offices regularly hold fundraising initiatives, from dress-down days to regular annual events, and we focus on helping organizations which share our own focus on supporting disadvantaged people and bringing about social justice. Some of our activities draw the participation of colleagues from our offices across the world, including our annual fundraising for the global Movember campaign to support men's health problems. In other cases, our people raise funds and volunteer their time in order to help meet specific local needs.

Global fundraising

Movember

In 2011, a small group of male colleagues decided to support Movember. Their moustache-growing and associated fundraising soon went viral, and now, each year, many of our men around the world grow a moustache to raise funds and awareness for men's health, supported by our Mo Sistas, as part of the Movember campaign.

Since 2011 we have raised US\$266,000, with all donations going to The Movember Foundation, Prostate Cancer and The Institute of Cancer Research for their work on men's health problems including prostate and testicular cancer, and mental health issues.



Fundraising and volunteering in the UK

Action for children

Byte Night is Action for Children's biggest annual fundraiser, for which volunteers join forces for a national 'sleep-out' event. Each year, hundreds of people from the technology and business world, including a team from our London office, give up their beds for a night to help some of the 83,000 young people who are homeless in the UK through no fault of their own. Byte Night has raised more than £10m since its debut in 1998; we are proud that we have contributed £850,000 of this total.

Damilola Taylor Trust

In 2018 we hosted a careers development and graduation day for at-risk young people in London.

This event was organized as part of our ongoing work with the Damilola Taylor Trust, which was set up following the murder of 10 year-old Damilola Taylor with a mission to help disadvantaged young Londoners to escape the cycle of poverty, gangs and crime. We provided one-to-one mentors for the day to work with the young people on their careers pathway programs.

Mayor of London Corporate Commitment

In the UK, we are signed up to the Mayor of London's Corporate Commitment to Volunteering program, providing support to local people and community groups through a range of schemes.

Smart Works

Our London and Newcastle offices support Smart Works, a charity which helps vulnerable women to secure jobs by providing them with high-quality interview clothes, styling advice and interview training. The aim is to give women the confidence and practical tools they require to succeed. In 2018, Smart Works supported 1,800 women in London, and 3,000 women across the UK. A total of 60% of its clients go on to get a job within a month of their appointment. We help through regular clothing drives and other fundraisers, interview coaching and lending a hand at clothes sales.

Together for Sport

We launched Together for Sport in 2010 to provide financial and practical assistance to local London sporting groups that target disadvantaged and disabled children and young people. The focus of the clubs range from football to clay pigeon shooting, sailing and horse riding, and we encourage our sports fans to get involved in supporting local groups which lack the resources that we take for granted. The clubs are: The AHOY Center; The Change Foundation; Downside Fisher Youth Club; Ebony Horse Club; Snow-Camp; Southwark City Tennis Club; Southwark Tigers Rugby Club; Waterloo Football Club.

Fundraising and volunteering in Europe and Asia

Pilgrimage for childhood cancer

Berend Crans, an aviation partner in our Amsterdam office, participated in a pilgrimage from Haarlem, in the Netherlands, to Santiago de Compostela in Galicia in Spain in March 2019 in order to raise funds for childhood cancer charity Foundation Kika. Berend walked 3100 km over the course of at least 100 days.

His pilgrimage took him through Maastricht, Reims, Vézelay, St. Jean-Pied-de-Port, Pamplona and Léon to Santiago de Compostela.

Supporting Fukushima survivors

Our Tokyo team continues to volunteer time and money to help people in Fukushima after a major earthquake and tsunami hit the Tohoku region of Japan in 2011. This caused the largest nuclear disaster since Chernobyl in Fukushima. Those who survived were evacuated and placed in temporary housing. For them, the impact of this disaster has had long-term consequences.

Significant progress has been made in reducing the number of temporary housing residents in the area in 2018, so we have changed our focus from providing food to them to children's clothes. We have donated a total of ¥2,400,000 (US\$21,705) to this cause.

Fundraising and volunteering in the US

Hurricane Harvey

In 2017, Hurricane Harvey caused US\$125 billion of damage in parts of the US, with flood water topping the seven foot mark in some cases; many people lost their homes and belongings. In Houston, we volunteered as part of the relief effort by staffing legal advice clinics set up by Houston Volunteer Lawyers; we continue to help with the aftermath.

House of Goods

In November 2018, a team of volunteers from our St Louis office joined forces on a Saturday morning to volunteer at House of Goods to help refugees in our community. House of Goods is run by the Islamic Foundation of Greater St. Louis, a mosque. In Arabic it is called 'Bait ul Maal', which means 'House of wealth/good'. People drop off items that are clean and can be reused and the volunteers there organize them so that anyone (Muslims and non-Muslims alike) can stop by and take what they need.

This is especially helpful as St Louis is home to many refugees – from Iraq and, more recently, from Syria. These people are the House of Goods' primary clientele.

Dear Santa program for PS 131

Starting in 2017, our New York office has been participating in a program that provides holiday gifts to low-income public school students in New York City. The office has adopted PS 131, an elementary school for pre K-fourth grade students in Brooklyn.

Nearly 40 percent of the school's students are English-language learners, 55 percent are Hispanic and a third are Asian. Students write letters, some of them heartbreaking, asking for specific gifts. (Several students have sought boots for their little sisters, whose boots leak in the winter.) The New York office has responded by providing hundreds of students with gifts annually.



Light the Night Walk

In Los Angeles, we raised more than US\$16,000 in the Light the Leukemia & Lymphoma Society's Night Walk to support the research of blood cancer treatments. Proceeds from Light The Night help advance the fundraiser's mission: Cure leukemia, lymphoma, Hodgkin's disease and myeloma, and improve the quality of life of patients and their families.



Fundraising and volunteering in Canada

United Way

In 2018, across Canada, we donated over C\$566,000 to the United Way/Centraide, an organization dedicated to breaking the cycle of poverty and social exclusion by investing donations in agencies and projects that bring people together. For more than three decades, we have raised money for United Way in order to help towards improving lives locally by moving people from poverty to possibility, helping children be all they can be and building strong and healthy communities.

In 2018 we received the Professional Services Workplace Excellence award in recognition of our support for United Way in Canada.

Backing the fight against breast cancer

Our Québec City office participated in the CIBC Run for the Cure on September 30, 2018. This is a 5 km run (or a 1 km walk or run) to raise funds for the Canadian Cancer Society. It is the largest single-day, volunteer-led event in Canada in support of breast cancer. Our team contributed C\$1,515 in registration fees to join the event; 35 people from our Québec City office participated.

Fundraising and volunteering in Australia

OzHarvest

Australia continues to work with OzHarvest to raise awareness about the importance of reducing food waste and improving food security for those most in need. As part of our Global



Charitable Initiative, volunteers from our Australian offices, together with our global colleagues volunteered to work alongside and fundraise for OzHarvest by preparing, cooking and delivering meals for local Sydney charities, community centres and shelters. We continue to donate surplus food directly from our Australian offices to OzHarvest for local charities and shelters.

Cerebral Palsy Alliance

In 2018, our Sydney, Melbourne and Brisbane offices participated in 'Steptember', a fundraising initiative for the Cerebral Palsy Alliance in Australia, which supports people living with cerebral palsy, along with their families, as well as other neurological and physical disabilities. They focus on assisting babies, children, teenagers and adults to lead independent and fulfilling lives. The Cerebral Palsy

Alliance is also committed to driving research into the prevention, treatment and cure of cerebral palsy. The 'Steptember' challenge required participants to commit to taking a minimum of 10,000 steps per day for 28 consecutive days. By participating in this, we raised A\$31,000 for the Cerebral Palsy Alliance.

Meals from the Heart

In May 2019, and in keeping with the theme of our 2018/19 Global Charitable Initiative, our Canberra office volunteered for 'Meals from the Heart', a program run by the Ronald McDonald House in Canberra which prepares and delivers home cooked meals to families staying at Ronald McDonald House in Canberra. Ronald McDonald House is a non-profit organisation that helps seriously ill children and their families by providing accommodation and support services while the children are receiving care.

WA AIDS Foundation

The Western Australian Aids Foundation is committed to minimizing the impact and further transmission of HIV and other blood borne viruses. It runs programs and initiatives aimed at reducing social, legal and policy barriers to people accessing support and health information. In 2018, volunteers from our Perth office raised more than A\$6,000 for the Western Australian Aids Foundation.

Sustainable practice

We aim to minimize our impact on the environment – to protect the planet, ensure that resources are available for future generations and create a better quality of life for all living beings. We integrate sustainability best practice into all our decision-making and business activities.

We recognize our responsibility to address environmental issues that jeopardize the earth's ecosystems and the future of our communities.

We work on reducing our environmental footprint and are active on many pro bono projects in the area of sustainability.



We reduce, reuse and recycle waste wherever possible



We use travel options that minimize our environmental impact



We install water-efficient measures in all our buildings where possible



We comply with environmental regulations



We review and revise our environmental policy



We share sustainability policy and objectives with clients



We communicate our sustainability policy internally/externally



We consider suppliers' environmental credentials



We encourage and promote environmental awareness



Our Executive Committee decides our sustainability policy

Local sustainability initiatives

UK

In London, we are members of the Green Square Mile, an Ibcx Earth initiative that engages businesses in and around the City of London, to protect biodiversity hotspots around the world. The Green Square Mile works directly with some of the world's leading conservation charities, including Tusk and Flora and Fauna International.

France

In Paris we advise the Terrawatt Initiative, which aims to promote solar energy and accelerate the energy revolution.

Netherlands

In Amsterdam we provide legal assistance to Stichting Green City Buzz, which improves built-up areas and makes them more sustainable.

Kenya

We help to fund the Lewa Wildlife Conservation project in Kenya, alongside four other City of London clients. Despite the project's success as a model of wildlife protection, poaching remains a constant threat.

The project will provide ranger patrols, wildlife monitoring, community outreach and education to ensure that the zero poaching rate of elephant and rhino is maintained, and that local communities continue to benefit.

South Africa

In South Africa, we provide pro bono advice to RHINO 911, a not-for-profit organization that rescues wounded rhinos. We also assist SANParks the organization which manages South Africa's national parks.

Australia

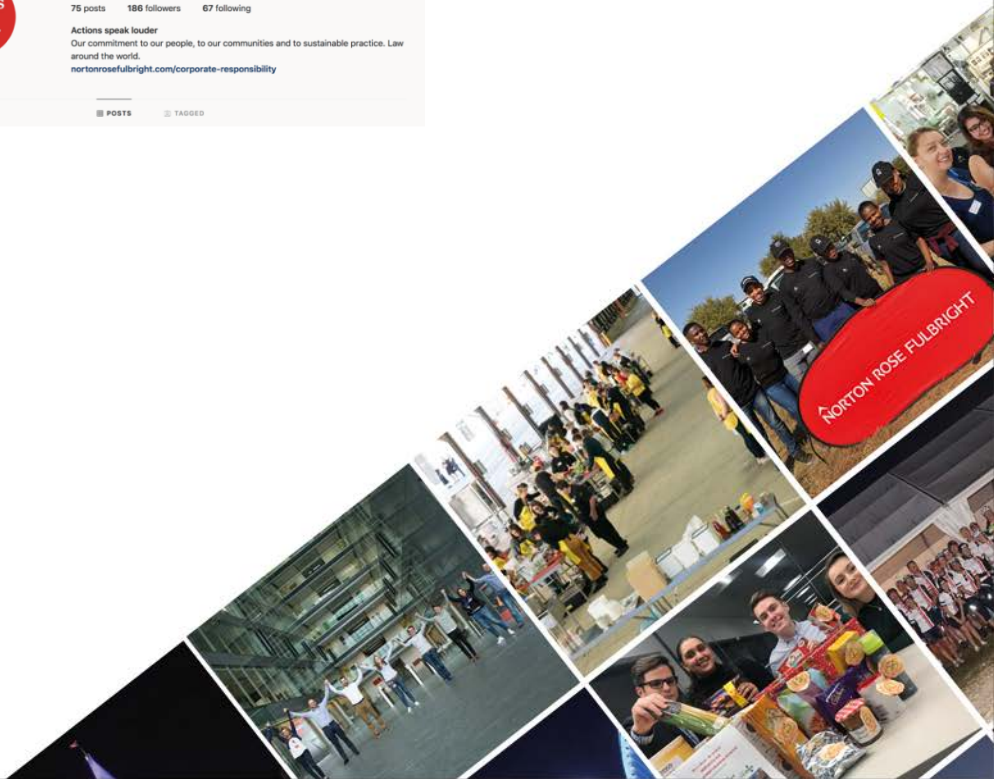
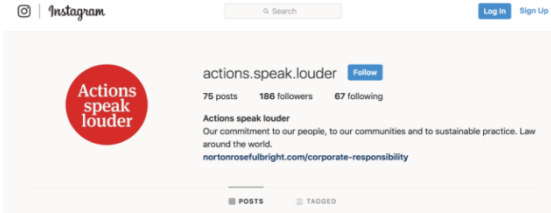
In Brisbane, Melbourne, Perth and Sydney, we have for many years been donating surplus food to OzHarvest, Australia's leading food rescue organization and Australia's 2018/19 Global Charitable Initiative partner. Set up 14 years ago, OzHarvest has reclaimed food to produce more than 14 million meals for people in need.

US

In Austin, we partner with Imperfect Produce, a company that buys off-grade produce (short shelf life, different size/shape/color) directly from farmers and sells it on a subscription based service. By selling the imperfect produce the company diverts food waste from landfills. The farmer is rewarded for his full harvest, the food and the resources used to grow it weren't wasted, and we get delicious, healthy, affordable fruits in the office.

Instagram

Follow our corporate responsibility activities on Instagram @actions.speak.louder





Pride

SO CUTE
THE BUNNY

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