

fieldfisher

Fieldfisher

Our commitment to
environmental, social and
corporate governance in 2021



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Introduction

Environmental, social and corporate governance (ESG) has become progressively more important to all companies, and increasingly to the legal profession.

People look to law firms for strong, responsible leadership. As well as setting and adhering to the letter and spirit of the rules laid down by regulators, lawyers are rightly expected to uphold certain uncodified ethical and moral standards.

Ours is a privileged profession, built on the trust of clients and wider society. This trust is easily lost if we do not fulfil our duty to be an environmentally and socially responsible, well-governed firm.

Fieldfisher's ESG values set a positive precedent in the legal sector. We believe in corporate accountability and in evidencing our integrity and vision as an ethically-aware brand.

We have an appetite for change and we are constantly raising the bar for ourselves when it comes to ESG.

Message from our Managing Partner

At Fieldfisher, we have worked hard to create a culture where we minimise our impact on the environment, give back to society and make ourselves accountable to our clients, colleagues and our profession for our decisions.

Even before the COVID-19 pandemic reminded us of the importance of ESG and corporate responsibility, we were focused on our purpose beyond our remit as a corporate law firm.

Having built our business from a small UK concern into one of Europe's leading law firms, our purpose has never been more important.

To this end, we bring our people – clients, staff, peers and renowned thought leaders – together to work through topics that matter to all of us.

Racism, the tragedy of homelessness, #MeToo, Net Zero, equal opportunities, transgender visibility and widening access to the legal profession for people from underrepresented backgrounds are just some of the issues we have discussed and learned from.

Our employee groups, the network, Discover, Women at Work, and our efforts to promote inclusivity for LGBTQ+ and neurodiverse people have taken great strides forward.

I am so proud of the fact that all our people feel safe, supported and able to fulfil their potential, but we can never afford to become complacent.

As a law firm, we are guided by justice. Our professional success is what allows us to pursue a just purpose.

It is humbling to see how many of our lawyers take our causes to their hearts and work tirelessly to make improvements for those in need and the health of the planet.

We constantly strive to be high-performing and innovative, seeking to find better ways of working with our clients, our people and society.

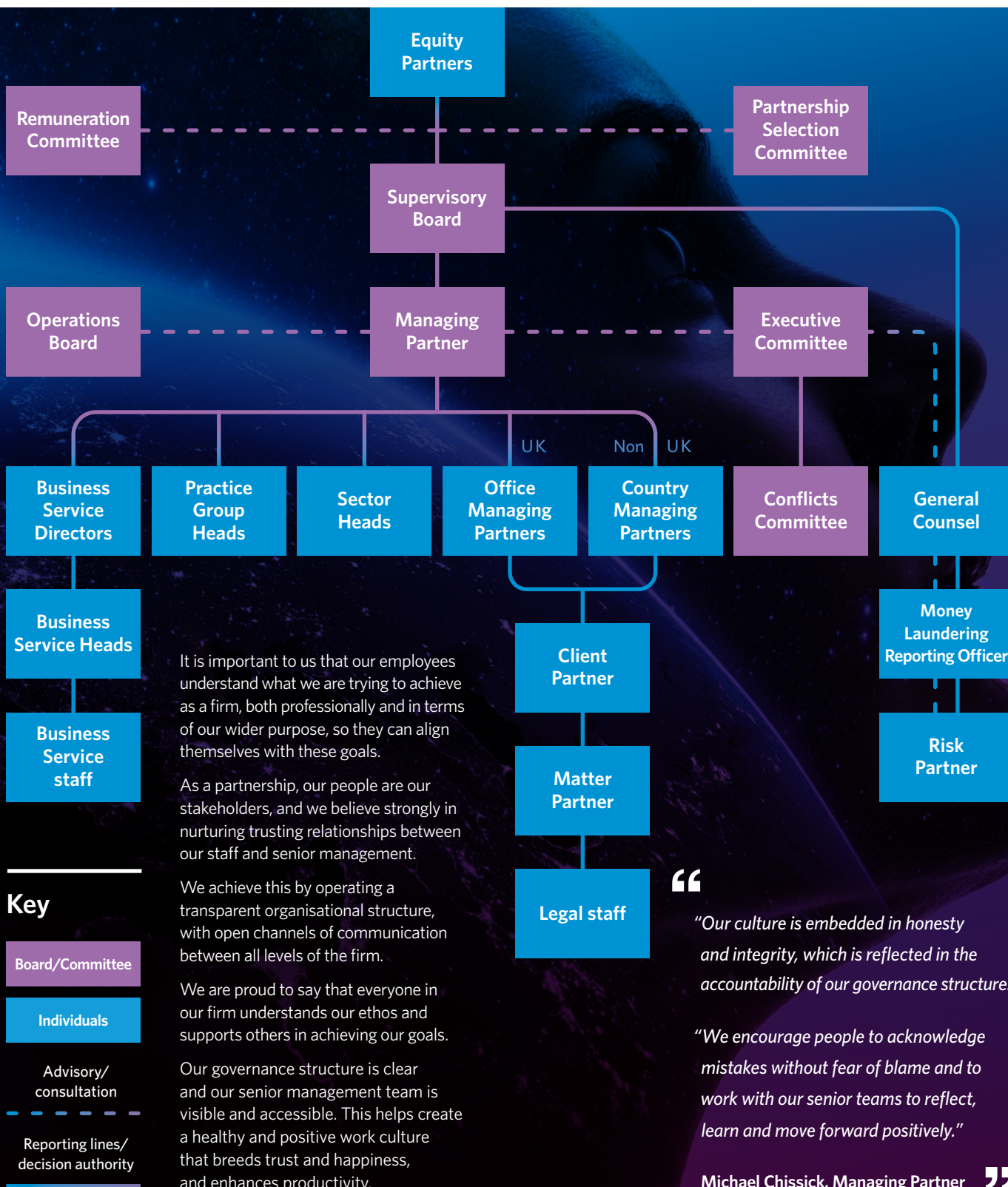
We still have work to do, but I am encouraged that we are moving in the right direction.

Michael Chissick
Managing Partner



Our business: an accountable governance structure

Fieldfisher LLP Governance & Management



Executive Committee

Our Executive Committee is responsible for implementing the firm’s business strategy and overseeing our ESG strategy, managing our business, driving the growth of our offices, sectors and practices. It is appointed by Michael Chissick, the Managing Partner. Our Managing Partner is elected by the partnership once every three years.



Michael Chissick
Managing Partner



Ranjit Dhindsa
Head of Employment, Pensions, Immigration and Compliance



Colin Gibson
Head of Dispute Resolution



Mike Giles
Finance Director

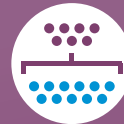


Paul McNeil
Head of Personal Injury and Medical Negligence



Katherine McPherson
Strategy and Marketing Director

Supervisory Board



The Supervisory Board is chaired by David Wilkinson, the Senior Partner. It includes a rotational membership of five partners, in addition to the Senior Partner, voted for by the partnership for three-year terms. It oversees the Executive Committee on behalf of the partnership. It also acts as a sounding board for management on strategic issues. Our Senior Partner is elected by the partnership once every three years.



David Wilkinson
Senior Partner



Vivien Davies
Partner, Dispute Resolution



Sarah Ellson
Partner, Regulatory, Life Sciences and Healthcare



Jan Hartmann
Partner, Corporate



Ramatu Banga
Partner, Real Estate



Stijn Debaene
Partner, IP Enforcement and Litigation



Douglas Peniston
Operations Director and Partnership Secretary



Carole Ohl
HR Director



Douglas Peniston
Operations Director and Partnership Secretary



Philipp Plog
Germany Managing Partner



Rob Shooter
Head of Technology, Outsourcing, and Privacy



Guy Usher
Co-Head of Financial Services

What we are proud of

Our values inform and guide everything we do at Fieldfisher

We define our four values as:

Respect

We **respect** all colleagues and clients whatever their role, background, gender or beliefs

Integrity

We are **open and honest** in our dealings with colleagues and clients

Responsibility

We **deliver on our commitments** professionally and to society

Teamwork

We are collaborative and celebrate **team successes**

Our **Values Advocates** are the human faces of these values and combined with our Values Workshops and #SpeakUp campaign (see page 8), they ensure that understanding and application of these values is a dialogue, not a diktat.

Our programme of Values Workshops, which to date has been rolled out in London, Dublin, Brussels and Belfast, was 'highly commended' by the Financial Times Innovative Lawyer Europe Awards in 2019.

Our Values Advocates meet quarterly to discuss any issues that have arisen, how they handled them and how the firm can address them for the future. These issues and responses are recorded and maintained by the firm's Risk team.

What we are proud of continued

Our Values Advocates



- Ramatu Banga**, Partner, Real Estate
- Simon Briskman**, Partner, Technology, Outsourcing and Privacy
- John Cassels**, Partner, Regulatory
- Vivien Davies**, Partner, Dispute Resolution
- Ranjit Dhindsa**, Head of Employment, Pensions, Immigration & Compliance
- Sarah Ellson**, Co-Head of Regulatory
- David Gallagher**, Head of Pensions
- Jill Greenfield**, Head of Serious Injury
- Hastings Guise**, Partner, IP
- Dominic Gurney-Champion**, Co-Head of Energy and Natural Resources
- Mabel Harvey**, IT Director
- Catherine Hudson**, Partner, Risk
- Sam Jardine**, Partner, Technology, Outsourcing and Privacy
- Peter Sellar**, Partner, Regulatory
- Louis Lantonnois van Rode**, Associate, Dispute Resolution
- Jim Sharkey**, Partner, Dispute Resolution
- Paddy Smyth**, Partner, Real Estate
- Emma Spiers**, Partner, Derivatives and Structured Finance
- Sinéad Taaffe**, Partner, Regulatory
- Elaine Traynor**, Partner, Corporate
- Nadine Van Lierde**, Assistant, Corporate
- Barry Walsh**, Head of Employment, Ireland
- Jonathan Zimmern**, Partner, Medical Negligence

What we are proud of continued



Our #SpeakUp Campaign

We know that challenging bad behaviour can be uncomfortable, so in 2018, we launched a campaign to provide ways for our people to speak up about difficult situations, regardless of their position or seniority.

We believe our #SpeakUp programme was the first of its kind – not just in the legal sector, but across all businesses.



Our Values Workshops

To complement #SpeakUp, in October 2018, we launched our interactive workshop series led by inclusiveness and diversity (I&D) champion, [Charlotte Sweeney OBE](#).

During these workshops, participants analyse five scenarios where someone may not feel comfortable to speak up and openly discuss the 'tolerance line' for individuals.

Participants discuss the impact the scenario may have on those involved; the actions that could be taken; and the desired outcome, e.g. a behaviour change.

All sessions involved a mix of employees (partners, lawyers, business services and operational support staff) working together in small groups to provide different perspectives.

One of the most interesting points to come out of the workshops is the importance of power dynamics in dealing with difficult situations.

This is why we introduced Values Advocates – partners and senior members of staff across the firm – to provide confidential channels for employees to raise issues.

Below: Our employees understand what we are trying to achieve as a firm both professionally and in terms of our wider purpose, and are proud to align themselves with these goals.



“

“The firm’s #SpeakUp campaign explores the power dynamics in work situations that prevent employees raising concerns openly.

“A series of workshops was accompanied by a system of ‘values advocates’, or individuals in the firm with whom employees can privately discuss discrimination or a lack of tolerance.”

Financial Times, 13 September 2019

”

What next



We keep our values and our interpretation of them under constant review to ensure they accurately reflect our ethos.

Our intention is to expand our Values Workshops and advocacy programme throughout our international offices.



Above: Our partners lead by example in instilling the firm's values, promoting a supportive work culture and raising money for charitable causes.

The Future is Human™

Our decision to trade mark **The Future is Human™** followed the firm's 2019 European Partners' Conference on this theme.

With the increase in focus on technological and digital developments, we continue to emphasise our firm belief that legal business has always been and will continue to be about people. As we have seen time and again, from the awarding of exam results to the deployment of facial recognition technology, justice cannot be delivered by algorithms alone.



“

“It's about getting under the skin of the people we work with, and using that perspective to find an acceptable way forward. Technology and people are always better together.”

“Change, and an increased reliance on technology is inevitable. But while we continue to invest in legal tech to improve our client's user experience, it is our empathy, responsiveness and connection with our clients and each other that ultimately distinguishes us as lawyers, and not just a legal service provider.”

Robert Shooter, Partner, Head of Technology, Outsourcing and Privacy

”

What next

Our focus on continuous innovation, our values and our relationships with our clients are helping us refine what we mean by The Future is Human™ and influence how we deploy this philosophy in our approach to ESG.

What we are proud of continued

Just Purpose

Just Purpose is the name for our corporate responsibility team. It coordinates and leads the firm's initiatives to support our nominated charities and other pro bono work.

Our offices are given the freedom to choose a local charity that has resonance with the staff, who vote on a carefully considered shortlist of charitable organisations every two years.

In the UK in 2021, these include: St Mungo's (London); the Booth Centre (Manchester); Acorns Children's Hospice (Birmingham); and the Kevin Bell Repatriation Trust (Belfast).



Our UK charity partners



St Mungo's (London)

Our London office charity partner is St Mungo's.

St Mungo's leads the way in reducing homelessness and rebuilding lives. Every year it supports 25,000 people with housing, physical and mental health needs, and skills and employment.

Fieldfisher provides St Mungo's with financial support to get people off the streets and integrated back into society. Our colleagues work with homeless people to deliver employability opportunities.

The Booth Centre (Manchester)

In Manchester, staff support the Booth Centre.

The Booth Centre aims to bring about positive change in the lives of people who are experiencing homelessness or are at risk of homelessness in Manchester.

Fieldfisher runs a variety of fundraising initiatives that raise both money for and awareness about the Booth Centre, including sponsored 'sleep-outs' to highlight the issue of rough sleeping.

Acorns Children's Hospice (Birmingham)

Our Birmingham office has chosen to support Acorns Children's Hospice.

The hospice provides babies, children and young people, who have life-limiting or life-threatening conditions with specialist palliative care and support.

Fieldfisher provides financial support to the hospice and some of our partners are trustees of the charity.

The Kevin Bell Repatriation Trust (Belfast)

In Belfast, our charity partner is the Kevin Bell Repatriation Trust.

The trust is a small local charity that as of 2021 has repatriated hundreds of loved ones to bereaved families facing financial hardship in Ireland from across the world.

Fieldfisher participates in various fundraising and profile-raising activities for the trust.

What we are proud of continued

Below: Volunteers from our Manchester office taking part in The Manchester Sleepout for local charity The Booth Centre.



Our dedicated Just Purpose team works with our chosen charities to educate and inform colleagues about the work they do, how these causes touch everyone's lives and what we can do to support them.

Everyone at Fieldfisher is supported to devote a minimum of 25 hours per year of their contracted working time to Just Purpose activities.

Our Just Purpose team helps ensure these activities deliver maximum benefit for all involved, by organising group fundraising opportunities, supporting personal fundraising challenges (where fundraising is matched by the firm) and coordinating pro bono work.

The team also oversees the "Just Purpose Challenge", where anybody in the firm can pitch an idea for an initiative deserving of dedicated funding, time and other resources provided by the firm to turn ideas into reality, and our annual Just Purpose Awards, where we celebrate the work our colleagues do for civil society.

What next ?

Our Just Purpose team is constantly looking at ways of deploying the firm's pro bono support and charity funding in new ways that will have the maximum beneficial impact on good causes.

The Just Purpose Challenge, which gives colleagues the autonomy to design and direct the firm's pro bono funding in a precisely targeted manner, is one of our most recent initiatives.

We look forward to providing an update on the progress of our Challenge winners' projects and to refining this programme as we continue to expand and develop our commitment to social purposes.

Just Purpose board



Shireen Irani
Director of Corporate Responsibility



Millie Hawes
Senior Corporate Responsibility Executive



Michael Chissick
Managing Partner



Douglas Peniston
Operations Director and Partnership Secretary

What we are proud of continued

“

“Our people are passionate about using their expertise and skills to help those in need, improve access to justice, build capacity for civil society organisations and serve the greater interests of the community.”

“Involvement in community projects is open to everyone in the firm, whether it involves giving free legal advice to members of the public and community organisations, mentoring children in local schools, or helping young social enterprises grow.”

Shireen Irani, Director of Corporate Responsibility

”

Below left: Swimming the English Channel to raise £10,000 for St Mungo's.

Below right: Volunteers from Fieldfisher's London office preparing for a hair-raising and fundraising abseil down the ArcelorMittal Orbit in East London.



The Just Purpose Challenge: 2021 winners

In 2021, the winners of our Just Purpose Challenge launched two projects:



1. Tackling injustice in the learning disabled community

Caron Heyes, a senior associate in the medical negligence team in Fieldfisher's London office, is creating an Inquest Network Hub to support the investigation of deaths of learning disabled people in health and care settings in the UK.



2. Using the power of storytelling to integrate refugees

Gráinne O'Callaghan, a solicitor in the regulatory team in Fieldfisher's Dublin office, is building a storytelling project, harnessing the power of podcasts and conversations, to re-engage migrants facing injustice and inequality in Ireland.

What we are proud of continued

Pro bono highlights 2020-2021



Responding to COVID-19

The COVID-19 pandemic gave us the opportunity to work with clients in a critical situation.

Our activities included:

- ▶ In conjunction with our China Managing Partner Zhaofeng Zhou, Fieldfisher Senior Partner David Wilkinson helped a group of doctors bring in vital PPE for the NHS from China. The [Masks for NHS Heroes](#) campaign has raised over £2.2 million with the backing of actor James McAvoy.
- ▶ We provided pro bono support to [3DCrowd](#), a volunteer group for distributing 3D printed face shields across the UK, on data privacy issues.
- ▶ We supplied emergency relief funding to two organisations, allowing them to run projects made necessary by the COVID-19 crisis:
 - ▶ Children's mental health charity [Place2Be](#) (working with multinational tech consultancy, Cognizant) and;
 - ▶ Trauma support charity [Body & Soul](#) (working with British music copyright collective, PRS).

iProbono

iProbono is a leading justice charitable organisation in Asia, founded in 2009.

iProbono was conceived by Shireen Irani, Director of Corporate Responsibility at Fieldfisher, and incubated by Fieldfisher.

Today, iProbono is an independent organisation. A number of Fieldfisher staff have contributed and continue to work for the success of the organisation by providing legal advice and business support.

Our employees support the charity's goals of equal justice advocacy by providing professional legal representation to those who would otherwise be excluded from the justice system.

iProbono also provided support to families in India during the COVID-19 pandemic.

Frontline pro bono clinics

Our frontline, end-to-end legal clinics support charities by providing legal assistance to those in need.

▶ NDCS

As of 2021, our [National Deaf Children's Society](#) (NDCS) legal clinic has been running for seven years, during which time we have helped more than 50 deaf children secure essential support.

The cases we handle typically end up at tribunal, and our support allows NDCS to focus its energy on other priorities like campaigning for change.

Connected to our work with NDCS, our 'Opening Doors to Education' clinic involves training in-house lawyers at eBay, Sky and NBC on special educational needs.

This pioneering clinic trains lawyers from any discipline to represent children in the Special Educational Needs and Disability Tribunal to ensure they receive the specialist education they are entitled to.

▶ Access Social Care

Our pro bono clinic work supported the creation of a new charity, [Access Social Care](#).

The charity was launched in time to meet the challenges of COVID-19, when some 95% of councils indicated they were not confident of being able to meet their obligations to provide care to disabled people in 2020.

Our 'Right to Care' community clinic represents disabled people denied appropriate social care (handling 20 cases with a 100% success rate as of June 2021), helping our clients lead independent, fulfilling lives.



"Support via the Right to Care clinic provides a much needed additional resource to our legal team. This enables us to support more families who are often grappling with complex and urgent challenges on their own."

"The volunteers at Fieldfisher are extremely committed to the clients they support and this is shown in the outstanding results they have achieved."



Lainey Gough
Director of Operations
and Impact at Access Social Care

What we are proud of continued



Above: Improving reading skills for children at St Paul's CE Primary School in Whitechapel, London.



Above: Supporting the World Para Swimming Championships at the Olympic Park in London as part of our pro bono partnership with the International Paralympic Committee.

Our other long-term pro bono programmes



Reading Partners

Improving reading skills for children at St Paul's CE Primary School in Whitechapel, London.



University of Manchester

Working with law students at legal clinics, providing access to justice for people in the community.



5Rights

An organisation that fights to protect the rights of children online.



International Paralympic Committee

Opportunities for legal trainees to clerk classification appeals for para-athletes.



Queen Mary's Legal Advice Centre

Supervising legal advice sessions in conjunction with Queen Mary's law school to provide advice to members of the public.



Cancer Research UK

A panel of lawyers working to meet the corporate, employment and other legal needs of CRUK.

We work with many more organisations on an ad hoc basis.

What we are proud of continued



Environmental responsibility

Reducing our carbon footprint

Understanding the impact we have on the environment is the first step towards reducing that impact.

As part of our focus on environmental stewardship, we enlisted the help of internationally recognised and trusted sustainability certification programme, **Planet Mark**, to calculate our carbon emissions in the UK.

Our initial baseline assessment was measured at a total of 529.9 tCO₂e from 1 May 2019 to 30 April 2020, for 916 full-time employees in London, Manchester, Birmingham and Belfast (or 0.65 tCO₂e carbon footprint per employee).

This was for a normal operational year and does not reflect the impact of COVID-19 lockdown measures and travel restrictions, which will have reduced the business' measurable carbon footprint.

In May 2021, a [survey by Legal Week](#) placed Fieldfisher 44th (i.e., one of the lowest emitters) out of the UK's top 46* law firms for Scope 3 carbon emissions, making us one of the best-performing firm's in the UK for energy efficiency (both overall and per employee).

*Only 46 of the UK's top 50 firms responded to the survey.

What next

We are using the Planet Mark assessment, along with consultations with our Sustainability Action Network and external experts, to plan how we can reduce carbon emissions in the future.

We are committed to tracking our emissions and reporting on our carbon footprint. Our goal is to reduce our emissions overall and per head.

Our contributions to improving the environment

As well as reducing our impact on the environment, we want to make some positive additions.

To this end, we are:

- › Supporting [The Eden Project](#), an educational charity and eco-visitor attraction based in Cornwall via our partnership with Planet Mark, who donate 5% of their certification fee to Eden. This funding supports new projects, education programmes and training.
- › Protecting an acre of rainforest in partnership with [Cool Earth](#), a UK-based international NGO that protects endangered rainforests in Mozambique, Peru, Cameroon, Democratic Republic of the Congo, Papua New Guinea & Cambodia, to combat global warming, protect ecosystems and to provide employment for local people.
- › Signatories to the City of London's [CityAir Business programme](#). We act on this pledge by raising the issue of poor air quality with our staff and providing ways to contribute to cleaner air through transportation choices (promoting walking and cycling); and by adapting our supply chain (reducing the number of deliveries servicing our business).
- › We committed to plant 6,500 trees in Tamil Nadu, India as part of our [Rooting for Change](#) initiative in partnership with [The Converging World](#), a UK-based charity whose objectives are to tackle climate change while supporting the move towards a just and sustainable world, primarily through its work with women's cooperatives. Our initial involvement in this project taught us a great deal about how we can contribute to sustainability and we are working on future projects to be announced in due course.

Sustainability Action Network

We run a series of internal sustainability engagement projects via our Sustainability Action Network, which is led in the UK by Knowledge and Information Officer, Rachael Wild.

These projects encourage colleagues to share views and ideas about how we can reduce our impact on the environment.

These ideas are then factored into the firm's operations and wider environmental activities.

We are proud to say we have high levels of engagement in our environment and sustainability initiatives across all roles within the firm.

“

“We endeavour to work collaboratively with the Fieldfisher community on our sustainability initiatives. We want to make sure we address issues that are relevant to individual offices and people.”

Rachael Wild
Sustainability Lead and
Knowledge and Information Officer

”

Our Environment Policy

Fieldfisher's Environment Policy has been designed and tested with feedback from our Sustainability Action Network, colleagues and external advisers. Its implementation is directly overseen by our Executive Committee.

Ours is a 'living' policy built on a knowledge bank that stretches back to 2013, when we decided to pursue a coordinated approach to monitoring our environmental impact.

While our measurable carbon footprint will have reduced as a consequence of the pandemic-related restrictions on business travel, commuting, paper and electricity usage, we want to ensure our Environment Policy is fit for a post-COVID future.

Pedal power

Our Cycle to Work scheme allows staff to purchase a bike (or cycling accessories) up to a value of £2,500 through the firm, via the government-sponsored Cyclescheme.

By buying a bike with an interest-free loan from Fieldfisher, cyclists can make significant savings and repay the loan in an affordable way.

Our Freedom to Ride initiative encourages people to use their bikes for leisure purposes, fitness and personal challenges, which can be combined with wider firm charity fundraising projects and wellbeing initiatives.

In 2020, we also introduced a 'cycle buddy' scheme, where new cyclists can pair up with experienced bike commuters to learn the best routes to the office and gain confidence.

“

“The climate crisis is one of the biggest challenges of our generation and Fieldfisher is committed to reducing its carbon footprint.”

“Our work with Planet Mark to establish our base level carbon footprint for 2019/2020 is one of several steps we have taken as a firm to ensure we understand the impact we have on the environment and track our operational progress towards sustainability.”

”

Douglas Peniston,
Operations Director
& Partnership Secretary



Our Race and Ethnicity Action Plan

Fieldfisher has a variety of recruitment initiatives focusing on attracting and training talented individuals from underrepresented ethnicities in the legal industry.

Discussions about anti-racism, prompted by world events, helped shape the diversity agenda in 2020. The issues raised helped us realise there was more we could do more to show our commitment to improving ethnic diversity within the legal profession.

We initiated our Race and Ethnicity Action Plan in summer 2020, where we as a firm agreed to several action points, with direct supervision by the firm's Executive Committee.

These action points are:

- Analysing and monitoring quantitative data on ethnic diversity.
- Making our recruitment and development processes more race-inclusive.
- Monitoring application-to-interview and interview-to-offer rates, pay and promotion rates, outreach programmes and pulse surveys.

- Developing and delivering awareness and education programmes.
- Running outreach programmes to target underrepresented groups.

These involve a reverse mentoring pilot programme - where junior members of staff mentor senior colleagues, dismantling traditional hierarchies - and the YourCity outreach programme - run in collaboration with the [Windsor Fellowship](#) working with students from [Kingsdale Foundation School](#) (Southwark) to deliver interactive workshops on soft skills such as communication, team work, setting goals, presentation skills and personal effectiveness.

Fieldfisher is also a signatory to the UK's [Race Fairness Commitment](#) - a legal sector-wide initiative that aims to ensure fairness and inclusion at work for job applicants, employees and partners from underrepresented ethnicities.

What next

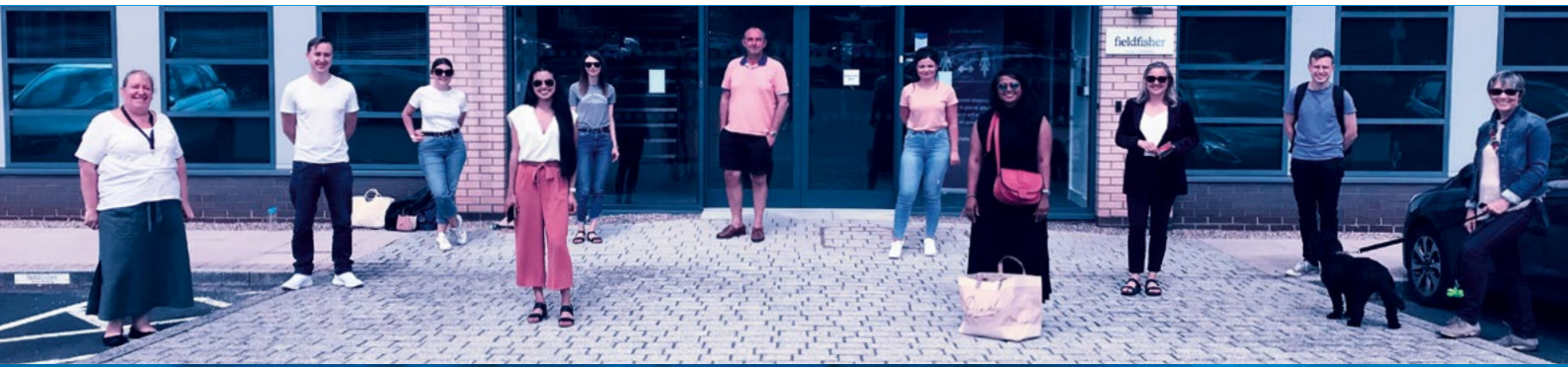
We will not be satisfied until our firm reflects the diversity of the society we serve.

We are constantly working on new ways to broaden access to the legal industry. Our work with the University of Birmingham to support an MSc in Responsible Data Science is one of the different approaches we are taking to encourage applicants from diverse backgrounds to bring new skills and perspectives to law firms.

We will be announcing other initiatives in the near future.

What we are proud of continued

Below: At Fieldfisher we support people from a range of backgrounds to access careers in the legal industry.



Recruiting fairly

Recruitment is a key focus area for Fieldfisher to encourage proper equality of opportunity for people from underrepresented ethnicities within our firm, and the legal profession as a whole.

We want to be a gateway for promising candidates from all ethnic backgrounds to access a career in law.

23% of our trainees have come from underrepresented ethnicities in the past four years and we are working to increase this percentage in a number of ways, including using bias interruption techniques in graduate recruitment, such as swapping psychometric testing with strength-based assessments.

We have also started to introduce requirements for gender and race-balanced shortlists for all lateral (partner) recruitment.



Diversity Access Scheme

Our Diversity Access Scheme (a previous winner of the British Legal Award for Diversity Initiative of the Year) has helped embed different routes to legal careers.

The scheme is currently run in partnership with the [University of Law](#) and enables students from underrepresented groups to participate in a fortnight's work experience at Fieldfisher.

A career-focus partnership with [Queen Mary University of London](#) complements this programme, with up to 25 second-year law students from underrepresented ethnicities invited to take part in a skills workshop with a mentor and opportunities for internships.

Routes to qualification

We offer a variety of access routes to working at Fieldfisher through our [Early Careers Programme](#).

In addition to the traditional training contract route (due to be replaced by the Solicitors Qualifying Exam from 2022 as part of an SRA initiative to modernise legal qualification) we also run a highly successful solicitor apprentice programme for school leavers.

The solicitor apprentice programme was introduced in 2018 as a development of our Step 2 Success programme, which we introduced in 2013 with the intention of widening access to the profession by taking post-A-level students and seeing them through the CILEx qualification.

The solicitor apprentice programme supports post-A-level students through the same qualifications as trainee solicitors, allowing them to work and study part time. In 2021 we are recruiting seven solicitor apprentices.

MSc in Responsible Data Science

We are one of the original collaborators with the University of Birmingham on its new [MSc Responsible Data Science](#).

By equipping students with the necessary skills and opportunities, the MSc aims to enhance equality, diversity, and accessibility to the legal and tech sectors. Fieldfisher offers paid work experience to students as part of the degree.

Our work in progress



Inclusiveness and Diversity

I&D Groups



LGBTQ+ Network

Established in 2011 to provide information and support on LGBTQ+ issues.



Mental Resilience Support Team

Established in 2015 to provide mental health first aid and a forum to discuss mental health concerns.



the network

Established in 2017 as an action group for any member of staff who recognises the value of better reflecting our diverse society in our work place.



Women at Work (W@W)

Established in 2017 to address and tackle issues faced by women in the workplace and highlight and promote opportunities.



Discover

Established in 2021 to address the needs of disabled employees and implement change.

At Fieldfisher, we want people to thrive and be themselves, whatever their background.

To make this a reality, we know there is more work to do on inclusiveness and diversity (I&D). We also know that the I&D goalposts are continuously shifting as new issues and concerns about excluded and minority groups come to light.

Keeping up with these changes is something we take very seriously.

Our I&D strategy comprises two elements:

- 1. I&D DNA** - The "I&D DNA" element focuses on our innovative client and community activities, including our inclusive recruitment approach, our ethnic diversity and LGBTQ+ networks, our social mobility objectives, mental resilience programme and STEM-focused outreach.
- 2. Balanced Talent Pipeline** - Our Balanced Talent Pipeline (BTP) ensures fairness of opportunity for employees to progress within the company, with a particular focus on gender balance at senior level. Our BTP utilises bias interruption data to dispose of unconscious bias in our people, systems and processes, such as appraisal and remuneration systems, and flexible working.

Gender balance

Our gender balance figures in 2021

28%

of our overall partnership is female.

30%

of our A-Equity Partner and B-Equity Partner population (the two most senior tiers of partnership) is female.

62%

of our directors (the level below partnership) are female.

“

“We use various techniques to interrupt any unconscious bias.

“If you assume people are biased, however unintentionally, you can identify where the bias is and engineer it out of your systems. Fieldfisher is at the forefront of bias interruption.”

”

Jay Wetterau
Head of Inclusiveness & Diversity



While recruitment is one route to ensuring gender balance within our organisation, retention and promotion of employees to deliver equal gender balance at all levels of the firm presents different challenges.

We work tirelessly to make Fieldfisher a place where women can develop their careers and remain with the firm long term.

We prioritise gender HR policies and we believe our Menopause Support Policy and Neurodiversity Policy are pioneering schemes, alongside enhanced maternity, paternity and adoption leave benefits, and resourcing parents via the Fieldfisher Families hub.

Through the BTP, we have launched a number of targeted initiatives to support a gender-balanced workplace, including:

- › Training workshops on gender differences in learning and development through our I-Plus programme (shortlisted for ‘Workplace Initiative of the Year’ at the 2018 Lawyer Awards).
- › The introduction of the Women at Work (W@W) group in 2017 to address and tackle issues faced by women in the workplace, and highlight and promote opportunities.
- › Our [Cyber Girls First](#) career days for 11-14 year-old girls. Since 2018, more than 350 students have attended our Cyber Girls First events in London. These events give girls the opportunity to spend the day with legal, political and law enforcement cyber-security experts.

What next

We have to keep moving to keep pace with continuously evolving I&D challenges and ensure that nobody feels excluded from our firm or our client community. We conduct regular reviews and are constantly implementing innovative ideas from our I&D team and from across the firm and the wider legal and business community.

We work with clients and our peer firms to better understand their position on I&D and share our experiences with them, to help improve I&D practices across the board.

We look forward to providing an update on these efforts in 2022.

Disability inclusion

The legal profession is gradually coming to appreciate that the barriers to disability inclusion are lack of access, adjustments and understanding. While this change is not happening anywhere near fast enough, it is encouraging to see some progress.

At Fieldfisher, we set up a networking group called Discover to address the needs of disabled employees and implement changes.

Discover was founded by Senior Corporate Responsibility Executive, Millie Hawes, who is a disability activist. Millie leads the disability network and uses her experience as a disabled person and wheelchair user to influence change at Fieldfisher.

Launched in April 2021 with an online discussion event, with former Paralympic athlete [Baroness Tanni Grey-Thompson](#) and disability issues commentator [Martyn Sibley](#) as special guests, Discover comprises a consultation group of eight members and is open to all employees, whether they have a disability or not.

The Discover steering group is made up of partners and employees from across the firm, with input across all seniority levels.

Discover aims to take action on disability rights issues, with emphasis on tackling the barriers and stigma experienced by disabled, deaf, and neurodivergent people.

As a firm, we want to remove barriers for disabled people entering the workplace, improve our recruitment processes to attract more disabled talent, enhance the experience of our disabled colleagues, and make career progression more accessible.

Other measures include replacing verbal and non-verbal reasoning tests with situational job tests designed to allow disabled applicants to demonstrate their potential.

Fieldfisher is also working with [Whizz-Kidz](#), a charity that provides disabled children with wheelchairs and other essential mobility equipment, to offer occupation experience and help young disabled people to transfer to work.

Within the firm, we are introducing departmental champions for disability rights, who will help give people the confidence and space to talk about their disabilities.

“

“Fieldfisher’s work on disability inclusion links in with a lot of what the firm is already doing in other areas. It’s not perfect, because society in general is not perfect when it comes to supporting disabled people. However, at Fieldfisher there is an appetite for change and a willingness to recruit disabled talent. I speak from personal experience when I say this is not a box-ticking exercise.”

Millie Hawes,
Senior Corporate
Responsibility Executive

”

What next

While we have been alert to the need for greater disability inclusion for many years, Discover is our first coordinated scheme to address the needs of disabled people in the workplace and improve their representation.

We believe this initiative has the potential to deliver meaningful results and create lasting change, which we plan to report on regularly from 2022 onwards.



Operations

Energy efficiency

We aim to be as energy efficient as possible as a business. While we believe in and encourage personal responsibility among our employees to reduce their energy consumption, we understand the need to show leadership in this area as a firm.

In the office, we use energy-saving computer screens, sensor-activated LED lighting, low-energy photocopiers and employ Cloud storage to house data instead of relying on onsite servers.

The majority of office space we occupy is highly rated for energy efficiency, however, we regularly discuss with our landlords how this can be further improved.

Supply chains and sourcing

We take an active interest in our supply chains, for everything from renewable electricity to environmentally sensitive tea bags.

Our anti-slavery stance is a key aspect of supply chain due diligence and we ask our suppliers relevant questions and review their policies on labour and materials. In London, we pay all our contractors the voluntary London Living Wage, not just the National Minimum Wage.

Ensuring the integrity of supply chains has never been more important and we are working towards full due diligence exercises and supply chain audits to ensure that all our equipment, materials and labour come from transparent, ethical sources.

Emissions & offsetting carbon

Involving staff at a large law firm in green initiatives can be challenging, but we believe that by giving colleagues a tangible call to action we can embed sustainable thinking in corporate culture.

This is work in progress but we are making meaningful reductions in our net carbon footprint through our sourcing strategies and by encouraging staff to help us reduce energy consumption, support our office recycling and food waste management systems and participate in our Sustainability Action Network initiatives.

Our UK offices either run on 100% green or at least 50% green energy tariffs provided by energy suppliers.

What next

The procurement process is an important opportunity for companies to ask about ESG criteria. As a result, we are starting to distribute questionnaires to suppliers about their environmental and social practices. We are also helping clients conduct their own supply chain audits.

On emissions, we are working to improve the environmental profile of our offices that run on energy from mixed sources.

As we ease our way into a hybrid working model post-pandemic, there will be some carbon savings from less regular commuting, but maintaining efficient energy consumption and ensuring sustainable practices across a remote workforce will be more challenging.

However, we do not intend to abdicate responsibility for improving our sustainability performance as a consequence of the shift to greater remote working. We will monitor this and report on the sustainability impacts of hybrid working in our next report.

Our UK operational sustainability initiatives summary 2021

Office

Energy supply/consumption

Recycling/waste disposal

Travel

London

Green energy supply:

Our London office is supplied with electricity from e-On on a 100% Renewable Energy Guarantee of Origin tariff, coming from wind power.

Energy consumption is minimised through low-energy equipment and systems and is monitored by the facilities team.

Our London office has a Building Research Establishment Environmental Assessment Method (BREEAM) rating of 'Excellent'.

Recyclable waste from our London office is sorted off site.

- › Simply Waste sorts dry mixed recycling; residual waste is used for energy from waste (EfW) fuel.
- › Our confidential waste is sorted by Shredstation.
- › Our food waste is processed by Agrivert for anaerobic digestion.

Electronic waste is collected by EOL IT Services Ltd.

We offer a Cycle to Work scheme to all permanent members of staff.

We encourage people to use public transport wherever possible, however where private transport is required we use two taxi companies - GLH and Green Tomato Cars.

- › GLH has a fleet of around 450 vehicles, 90% of which are either Hybrid Toyota Prius, Plug-In Hybrid Toyota Prius or Hyundai Ionic or Fully Electric Teslas.
- › Green Tomato Cars' standard car fleet is comprised of BMW 225e Plug In-Hybrid vehicles and hydrogen fuel cell vehicles bringing the average CO₂ emissions of its fleet to between 35-40g/km - the lowest emissions of any equivalent supplier.

For business travel we encourage the use of economy public transport - this is under review.

Manchester

Green energy supply:

Our Manchester office is supplied by YU Energy on a 100% green energy tariff.

Gas is supplied by Crown Gas & Power and is 100% green gas from biomethane.

Our Manchester office has the ability to deal with five streams of waste:

- › Mixed paper and card
- › Mixed glass
- › General waste
- › Food waste
- › Plastic and cans

Our facilities team receive monthly disposal figures.

Electronic waste is collected by EOL IT Services Ltd.

We offer a Cycle to Work scheme to all permanent members of staff.

We encourage people to use public transport wherever possible, however where private transport is required we use Crown Cars, which operates a mixed fleet with a preference for hybrid vehicles.

For business travel we encourage the use of economy public transport - this is under review.

Our work in progress continued

Office

Energy supply/consumption

Recycling/waste disposal

Travel



Birmingham

Mixed energy supply:

Our Birmingham office is supplied with electricity from British Gas which currently sources 56% of electricity from environmentally-friendly sources (the national average for suppliers is 33%).

Our Birmingham office currently separates:

- › Mixed recycling
- › Food waste
- › General waste

To be handled by the local authority (Solihull).

Electronic waste is collected by EOL IT Services Ltd.

We offer a Cycle to Work scheme to all permanent members of staff.

For business travel we encourage the use of economy public transport - this is under review.

Belfast

Mixed energy supply:

Our Belfast operations are supplied with energy from mixed sources from Go Power.

Our standard tariff comprises 54.4% renewable power sources; 31.7% from natural gas; 4.5% from coal; 7.3% from peat; 1.1% from oil; and 1% from other sources.

Our Belfast office currently separates:

- › Recycling
- › General waste

To be handled by the local authority.

Electronic waste is collected by EOL IT Services Ltd.

We offer a Cycle to Work scheme to all permanent members of staff.

For business travel we encourage the use of economy public transport - this is under review.

Water usage

All our plumbing and sanitation systems are modern, well-maintained systems installed by our landlords to reduce unnecessary water waste. Since 2011, we have used reusable glass bottles with tap water for all our business meetings in our UK offices.

Travel policy

Our policy has always been to keep business travel to a minimum, using video-conferencing wherever possible for face-to-face meetings. Where travel is necessary, historically, we have opted for the most economic forms of travel, however as more sustainable travel options become available we will make use of these and monitor the impact of our choices on our measurable carbon footprint.

What next ?

We continue to look at ways of further reducing water, energy and materials consumption across our business.

Our offices occupy modern, well-managed premises and we maintain dialogue with our landlords about sustainability, particularly as our new, hybrid working model post- COVID-19 means we are rethinking how we use our space.

Our preference for using the most economical, rather than the most sustainable, transport options for long-distance travel is under review as part of our carbon offsetting and clean air commitments. We are looking at how we reduce the environmental impact of essential travel.



Our commitment to clients on ESG

We are constantly reviewing our ESG policies and activities for the better. Clients can be confident that Fieldfisher is an ethically-aware brand committed to making a positive impact on society.



Profit allocation

We donate c.£100,000 per year on average to carefully selected social and environmental causes, supplemented by thousands of hours of pro bono support on complex legal matters from our expert lawyers.

As a private limited partnership, we do not allocate a fixed proportion of our profit for environmental and social purposes but we keep this spend under constant review and have progressively increased our financial support for these initiatives as the firm has grown.



Above: Belfast office coffee morning in support of local charity, The Kevin Bell Repatriation Trust.

Right: Bringing Christmas to service users at St Mungo's Cedars Road centre in Clapham, southwest London.





Transparency

Our clients, the press and the general public rightly expect us to be transparent about who we act for and work with, what our pay structure is and why we have chosen to support certain causes.



Our equity partner criteria are accessible to every member of the firm and are based on clearly defined financial, people and business management performance indicators.

We think it is important for our people to understand how partner pay is calculated and we support anyone who wishes to apply for equity partnership.

Our clients

We fully respect our clients' and colleagues' right to confidentiality, but we understand that this needs to be balanced with our responsibility to be transparent.

Accountability for our corporate actions is central to our brand.

As part of our AML, CFT and KYC processes (see page 27), we vet our clients to satisfy ourselves and our regulators that we can advise them without compromising our regulatory obligations and our core ESG commitments and ethical principles.

Our pay structure

Across the board, law firm pay is set by the market. Our salaries and benefits for all roles within the firm reflect our assessment of what is competitive when it comes to attracting the best talent.

We report our financial results annually at the end of each financial year. We also report our profit per equity partner (PEP) figures, on both an average and a range (highest and lowest) basis.

Above: Volunteering for St Mungo's.

Charitable causes

We very carefully assess and decide on which causes to support and which certification schemes to adopt.

Our two-year charity partnerships are voted on by our staff and our affiliations are published on our intranet and website, along with regularly updated information on our ESG activities. We also respond to requests for information as required.

Our Just Purpose programme is not designed to garner publicity for the firm, but rather to make a positive difference to the causes we support.



AML, CFT and KYC processes

Law firms are often the first line of detection in keeping business clean. At Fieldfisher, this is a responsibility we take extremely seriously.

Our anti-money laundering (AML) and combatting the financing of terrorism (CFT) checking system is transparent, thorough and we believe one of the best in the industry.

Our rigour demonstrates our professionalism, ethical awareness and our commitment to integrity (see “Our values”) as well as our compliance.

Fieldfisher consistently exceeds its AML/CFT obligations to the Solicitors Regulation Authority (SRA). We have a 12-strong team of professionals in the UK and use state-of-the-art technology to ensure this remains the case.

We use the Intapp screen-based client onboarding system, which is smooth, rigorous and compliant.

We educate our employees about their individual AML and anti-bribery and corruption obligations with regular, best-in-class training modules, in adherence with industry standards.

When COVID-19 lockdowns prevented clients from accessing our offices to certify identification, we adopted industry-leading alternatives including [LexisNexis® IDU®](#), a digital platform that allows us to check identity information against authoritative sources to reduce the risk of identity fraud and support AML/KYC.

“

“A law firm is only as good as its compliance framework. Our procedures mirror our practices to the smallest detail.”

“We use the very best compliance tools on the market and combine these with many years of experience within our 12-strong AML/CFT team – because relying on a tool, however sophisticated, is not enough.”

“We pride ourselves on the integrity of our client checks and we are pleased that clients want to work with us because of this rigour.”

Duncan Black,
Head of Financial Regulation

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About this report

This report is a broad overview of our ESG activities in the UK to inform clients and stakeholders about our approach to environmental, social and corporate governance.

We will continue to share this information on a regular basis and welcome any enquiries or feedback about our activities in this vital aspect of our business.

We also intend to expand this report to cover the activities of our international offices in future editions.

Integrity is our goal in all that we do and we are serious about ongoing improvement.

While we set a high benchmark when it comes to ESG, we are aware that we have set our own goals. For that reason, we feel it is important to hold ourselves accountable to the wider community and we encourage any feedback from our clients.

For more information or to provide feedback on this report, please contact your **client relationship partner** or **Michael Chissick**.

What next

We intend to expand this report to cover our international offices and to report on the progress of the various initiatives outlined in 2021.

We are already in the process of launching several new programmes to further improve our ESG performance and we look forward to providing an update on these in 2022.

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