

SLAUGHTER AND MAY /

# RESPONSIBLE BUSINESS REPORT

UN Global Compact  
Communication on Progress 2021



## Who we are

We are a leading, full service, international law firm widely recognised for our commercial awareness and commitment to clients. We are known for advising on high profile, ground breaking and complex commercial matters requiring first-class legal expertise rooted in a deep knowledge of local practice, procedures and culture - wherever in the world our work takes us.

While our global reputation for providing exceptional legal service defines us as a

business, we strongly believe in championing a better way of doing business and ensuring we make a substantial and positive impact to the world around us. We do not see the two things as being mutually exclusive.

Taking a sustainable approach to our business means that, as well as adding value for our clients, we have a positive social and environmental impact. Our aim is to integrate sustainability into the strategic and operational decisions made at the firm so that it becomes part of our everyday business activity.

Our firm has 109 partners and 1,330 employees worldwide, with offices in London, Brussels, Beijing and Hong Kong. In addition to our sustainability commitments, our people sit at the heart of our Responsible Business strategy. We strongly believe that an inclusive workplace drives collaboration and enhances business performance.



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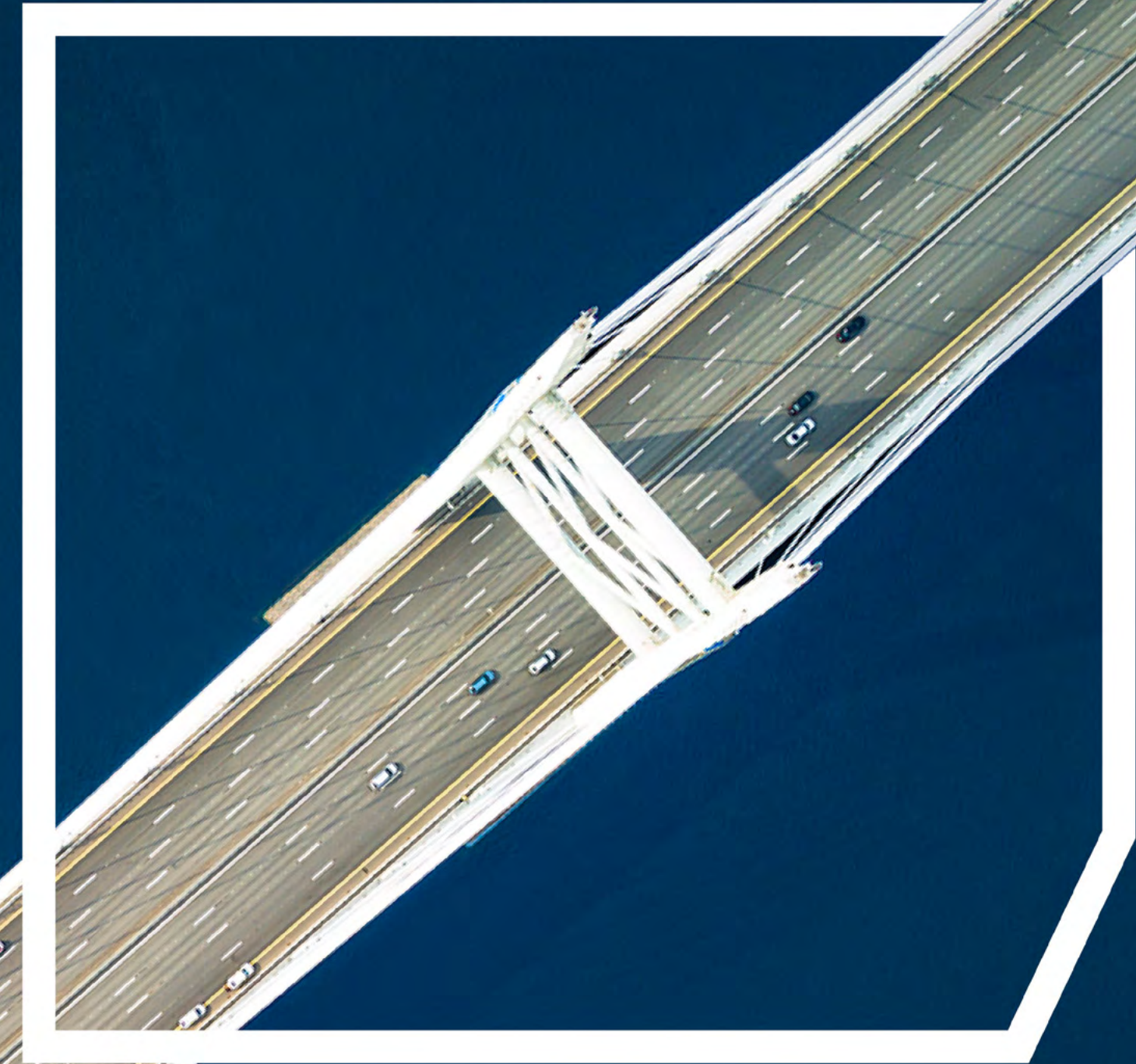
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# 1 INTRODUCTION



## I.1 Statement

In our second year of reporting our progress as a signatory of the UN Global Compact, we continue to be committed to improving our performance against the UN Guiding Principles and the Sustainable Development Goals (SDGs).

Last year, we provided a comprehensive report that outlined our responsible business approach to working with clients and suppliers, our people, what we are doing to address our environmental impacts, and our place in society. While we have decided to make this a lighter review of the past 12 months, there are still many new initiatives and milestones to talk about.

Before going any further, it is important to acknowledge that we are still living through the COVID-19 pandemic. As I said last year, we are acutely aware of how dependent the business sector is on a healthy society, and we are continuing to adapt and do as much as we can to support our clients, our staff and our suppliers. Our responsible business commitments remain a key focus as we navigate these unprecedented times.

This is also an opportunity to mark the completion of our Responsible Business Two Year Plan, which came to an end in December 2020. We made significant progress across a number of responsible business areas within that plan and highlights include:

- being the first law firm to have science-based carbon reduction targets approved, which will see us make a 50% reduction in our carbon emissions by 2030.
- launching two significant social mobility initiatives that have created a pipeline of talent from which we are already hiring future trainees.
- doubling the amount of pro bono legal advice we provided in 2020 compared to 2018, and joining forces with clients in that endeavour.



While there is still much to do to integrate sustainability into our everyday decisions and operations, we have made considerable headway with our three year strategy, directed by our Responsible Business Committee.

Framed by the SDGs and the principles that sit beneath them, particular areas of focus for us in the past 12 months have been the launch of new initiatives to support our people with their mental health and wellbeing in line with SDG3, good health and wellbeing. I think it's true to say that there has never been more of a focus on mental health, both in and outside the firm, so we were proud to be recognised for the second year running by the City Mental Health Alliance, who awarded us the 'Excelling' mark in our Thriving at Work Assessment.

We have also announced two ambitious diversity and inclusion targets in line with SDG5, gender equality and SDG10, reduced inequalities. In the 10 years to 2027, a minimum of 40% of the firm's equity partner promotions globally will be women - we are tracking the number in two five year cohorts from 2018 until 2027. Our second target is that at least 15% of those promoted to partnership between May 2020 and April 2025 will be from ethnic minority backgrounds. We talk more about how we are seeking to achieve those targets in this report.

And finally, I have been very proud to see our pro bono efforts making a meaningful contribution to SDG13, climate action. For example, our work with Sustainability First led to an in-depth report

into the extent to which the legal and regulatory frameworks for the utilities sector create barriers to, or facilitate the delivery of, sustainability. Our involvement in The Chancery Lane Project is another stand-out example, which has led to the drafting of new climate focused contractual clauses in support of the fight against climate change.

I hope you enjoy reading our update to our responsible business journey.



**Paul Stacey**  
Executive Partner

“ This year we have continued to engage our people, clients and other stakeholders to navigate continued uncertainty and disruption. We have witnessed seismic changes, from turbulent shifts in societal needs, expectations and values as a result of the COVID-19 pandemic, to the Black Lives Matter movement and the exposure of deep socio-economic inequalities in our society, as well as growing institutional responses to climate change. Against this backdrop, our focus has been sharpened on the emerging role for our firm, and the wider business sector, to create positive impact through how we do business.

**Uzma Hamid-Dizier,**  
Head of Responsible Business  
and Inclusion

## 1.2 Foreword

Last year, in our first Communication on Progress, I talked about the need for ambition. I had little idea quite what a turbulent year we were to have, although doubts were already being expressed about whether business determination to become more sustainable would be impeded by the pandemic. I am pleased to observe that despite this, our progress this year has accelerated and on an ambitious path. You will read about some of the targets we have set ourselves in the rest of this report.

The importance of what we call responsible business has risen in appreciation within all aspects of our business. The process of operational integration is underway and in doing this we have learned a lot about our business, its impacts and ourselves. A vision of our end-to-end footprint starts to emerge. You cannot be a responsible business without accepting all your responsibilities. This begins with our approach to our supply chain, how we treat those who contribute to our business and extends to the services we provide. It also includes the example we set, how we choose to deploy our expertise and how we seek to influence those around us with whom we do business and engage.

Here I am particularly pleased with what we have accomplished this past year. We now speak regularly with many of our clients on operational ESG matters, such as science-based targets, social mobility and diversity, and have growing opportunities to contribute our legal services, insight and expertise to their sustainability thinking and direction. Beyond that, we contribute to a wide range of professional and civil discussions and initiatives with the aim of making it easier for all business to do better. And we have provided significant legal support to some key actors who we believe will help change the system in positive ways.

Of recent note in June 2021, as a participant in the [Race to Zero](#), we were pleased to be founding members of the [Net Zero Lawyers' Alliance](#), which formalises the rather obvious idea that we need to integrate net zero thinking into all our advice to support clients in their transformation and to provide actual, and not theoretical, positive influence. This also requires the legal systems upon which business relies to adapt to help deliver rather than impede change and the net zero future we

must have in our sights. Although it is still at its beginning, we very much hope this industry-wide collaboration for a common purpose will become a powerful force for change. We urge our colleagues in other law firms to join us.

Staying on the theme of a common purpose, we continue to deepen our commitment to addressing the disproportionate number of lawyers from less advantaged backgrounds entering the profession. For 10 years we have collaborated with other firms around the issue, for example becoming a founding member of the [PRIME Commitment](#) a decade ago, and each year we have strengthened our work in this area and worked with educational establishments directly. Going further again this year, we have built on our work with upReach to support undergraduates from less advantaged backgrounds into top graduate jobs through the creation of the Slaughter and May Scholarship Scheme. It will provide 30 students with bursaries over the next five years, totalling £270,000 in direct financial investment as well as tailored development opportunities. You can read more on [page 26](#).

My aspiration for the coming year and more is that we continue to challenge ourselves to support change and contribute actively and positively where we can make a difference. Conversations about “Scope 4” and “Scope X” are coming our way. All professional service firms should challenge themselves to go beyond business as usual and use their influence to deliver positive benefits for people and planet. That is what it means to be responsible and that is our ambition.



**Jeff Twentyman,**  
Partner and Head of Sustainability

### 1.3 Integrating the SDGs

On 25 September 2015, 193 world leaders committed to 17 Sustainable Development Goals (SDGs), also known as the Global Goals, which would end extreme poverty, fight inequality and act on climate change by 2030 – for everyone and in all countries. Alongside government and civil society, businesses are encouraged to play a role to achieve these goals.

“ Being an SDG champion has been a rewarding experience and it has been great to be involved in the thinking behind how we integrate sustainable development into the firm. Of course we can all do our part, but being part of a global project is exciting and worthwhile.

Rachel Salami,  
Compliance Officer

This year we have set up a programme that has allowed us to better prioritise the SDGs on which we feel able to make an impact through our operations and supply chain. Our aim is to increase our most positive contributions, work to minimise harm and identify opportunities for innovation.

We are only part-way through the process, but already have built genuine engagement from people across the business who came forward to act as SDG Champions. Through a blended learning programme, we equipped them with the understanding and know-how to work with their teams to capture negative and positive impacts in relation to the SDGs. Combining that process with our learnings from the UN’s SDG Ambition programme and a materiality assessment, we are in the process of agreeing a set of Goals and Targets that will form the cornerstone of our integration plans. Teams across the firm will formulate action plans that are aligned to these priorities and will allow them to integrate the SDGs into their roles.

Later this year, we will support this work through an internal engagement campaign to inform everyone in the firm about the outcomes and priorities and deliver an extension of the programme to equip the SDG Champions to measure our performance against the priorities within their teams.

“ We felt it was important to involve employees from a wide range of roles from the start, which not only gave us diverse views, but also empowered them to talk to colleagues about what it could mean for their teams.

Kate Hursthouse,  
Senior Manager, Responsible Business





# OUR LEGAL SERVICES



## 2.1 Supporting business transformation

Our relationship with our clients is long standing, which allows us to have a longer term view of their businesses.

We understand that for many clients, running their businesses sustainably, ethically and with integrity is no longer a choice, it's a necessity. As a market-leading legal adviser that works with some of the largest multi-nationals in the world, we recognise the crucial role we play in identifying climate- and societal-related risks and opportunities, and giving advice that is at the forefront as further Environmental, Social and Governance (ESG) legislation and regulation develops. Rather than treating ESG as a separate practice area, we use it as a lens through which we look at all our clients' transactions.

We have made significant progress in how we support our clients in this regard:

### 1. Providing legal services against a backdrop of shifting regulation and societal expectations

We are continually equipping our lawyers with the know-how to consider ESG impacts across all transactions and the advice they give. This year, we have rolled out several training initiatives across a wide range of ESG themes and legal issues and we are building capacity outside the firm by sharing this training with clients. For example, we have worked with Saïd Business School of Oxford University to deliver an ESG accelerator programme and delivered a firm-wide 'ESG Impact Series', which covered topics such as 'ESG Reporting Demystified' and 'ESG impact on corporate purpose'. These sessions served to upskill our lawyers (an area that is constantly developing and changing) and in turn allow them to speak confidently with clients about how we can help them shape their ESG strategy.

Through our In-Houser campaign, we continue to support in-house lawyers who are regulated as solicitors in England and Wales, providing training for our key client contacts on how the SRA regulatory rules apply to them and the ethical considerations they are likely to come across in their work. This year our training focused in particular on how the SRA rules, introduced in November 2019, have stood up to the challenges brought about by the pandemic and how in-house lawyer teams may have responded.

We continue to host talks and webinars on topical issues for the General Counsel of our clients. At our flagship Asia General Counsel webinar in March 2021, we were joined by Dr. Simon Longstaff, Executive Director of the not-for-profit Ethics Centre, which promotes ethical decision-making. We discussed the role of legal ethics in a changing world and the ethical challenges faced by General Counsels.

“ It's an exciting time as we see ESG considerations becoming increasingly mainstream in our transactions. We are working with clients to ensure ESG is not an add-on, but fully integrated into their business strategy and operations, which will ensure that they are resilient to the rapidly changing legislative and regulatory environments.

**Matthew Tobin,**  
Partner and Head of Sustainable Finance

## 2. We are an active participant in the public debate and lend our legal expertise to navigating these new challenges

We don't want to sit on the side-lines. That is why our team of ESG experts continues to publish insights and build upon our comprehensive bank of resources on our [Sustainability and Climate Change content hub](#). The hub features thought leadership, legal briefings, podcasts, videos and know-how across three key themes of interest: governance and disclosure, sustainability in action and sustainable finance. Our publications are read by people with leadership positions in the FTSE 100 who have a real opportunity to implement change.

Our teams are also engaged in different forums, which aim to foster collaboration to find ESG solutions. These include the London Stock

Exchange – Sustainability Bond Market Advisory Group, International Platform for Climate Finance, Sustainability Sub Committee of IRSG – City UK and TNDF – Observer group. We have also been providing ESG and sustainability webinars and training to various banks and financial institutions in Hong Kong.

Our standout pro bono projects include our work with the Green Finance Institute, a non-profit working on policy, technology and financial pathways, which will enable the transition to a green economy. We have increased the ability of the Green Finance Institute to partner with other organisations and have, among other things, produced a suite of standard documents to govern the Institute's collaborations with other green finance experts, negotiated high-profile partnerships between the Institute and other organisations, advised the Institute on

aspects of its working relationship with key partners and produced a number of internal policies and guidelines.

We have also worked with Sustainability First, a non-profit think-tank providing sustainable solutions in energy and water sectors, by researching and writing an in-depth report looking into the extent to which the legal and regulatory frameworks for the utilities sector create barriers to, or facilitate the delivery of, sustainability and whether further legislation is required. This has enabled the charity to move forward in its work to integrate sustainability considerations into the supply of utilities.

We are founding members of the Net Zero Lawyers Alliance (NZLA), a recently launched coalition of law firms committed to helping the world achieve net-zero carbon emissions

by 2050. We recognise our role in the transition, both directly and through the legal services we provide, and have reaffirmed [our existing commitment to science-based reduction targets](#), as well as committing to engaging with our clients' transition and decarbonisation objectives. In practice this will mean continuing with the implementation of our dedicated climate change-related training, building the capacity of our clients and working with them on initiatives to align their contracts, terms and enforcement with their net zero ambitions.

We are also a founding member of a new Centre for Climate Change Innovation, an initiative of the Grantham Institute at Imperial College London and the Royal Institution that aims to catalyse innovation of all forms that address the causes and effects of climate change.

### 3. Demonstrating the expertise we are building in this area, we are increasingly working on transactions that are making a significant, positive ESG impact

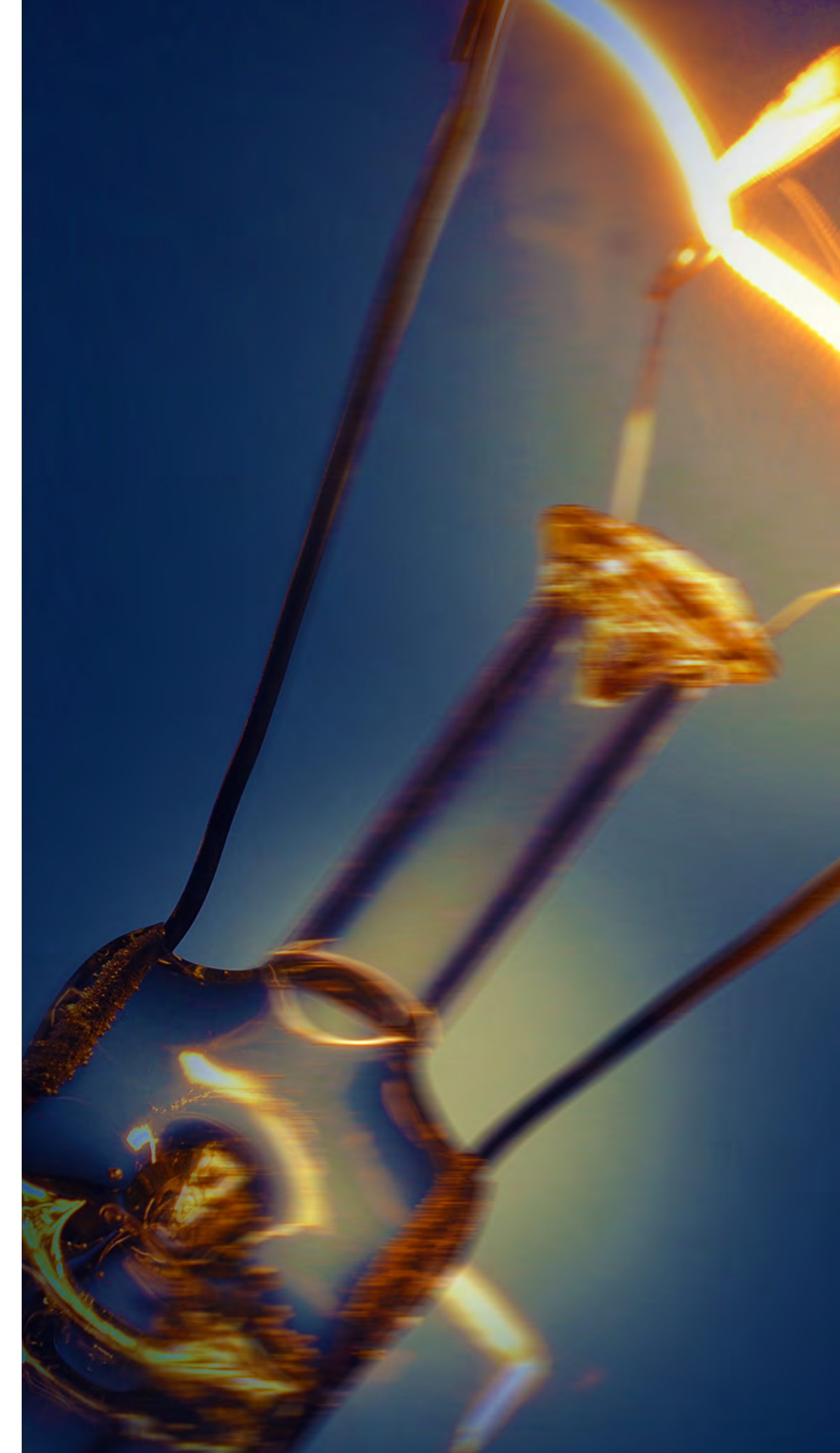
The firm offers expert ESG advice across a range of areas including sustainable finance, ESG reporting, environmental regulation, climate change litigation and energy transition (including renewable energy project work), as well as matters that make a positive social impact. Examples include securing 400 million COVID-19 vaccines for African nations, advising on the first sustainability labelled bond issued by a luxury fashion company and advising on project development, from finance to construction, for the renewable energy sector. We have also advised HM Government in respect of issues arising from the Grenfell Tower disaster and the World Bank and UNICEF in relation to a vaccine bond issue.

In Hong Kong, we advised Swire on its various green investments including its investment in Green Monday Holdings, an operational arm of Fortune's 2020 'Change the World' list that produces and distributes plant-based food products in Asia and beyond. We also advised MTR on its various issuances of green bonds, including a US\$1.2 billion 10-year green bond, the largest in Hong Kong and the proceeds of which will be used to fund or refinance investments

in renewable energy, low carbon transportation, energy efficiency, sustainable transit stations and real estate properties, adaptation to climate change, biodiversity and conservation, water management, waste management and pollution prevention.

#### Maintaining high standards during COVID-19

The pandemic introduced new ways of working, which required our employees to adapt to new challenges. In addition, the SRA has made it clear that whilst they encourage a practical approach to compliance, firms should not allow standards to slip. To assist the maintaining of high ethical standards we introduced a programme of communications under a 'Keep Calm and Comply' banner, which provides practical tips and reminders on a wide range of topics including conflicts of interest, confidentiality and application of our dealing rules designed to keep ethics top of mind when working remotely.



## 2.2 Innovation driving change

We continue to challenge the way we work through open-mindedness, diversity and creativity. That is why innovation and continuous improvement remain at the core of what we do as a firm, now more than ever.

Evolving technology is a key part of how we engender innovation within the firm and in the market, despite the pandemic, and we have continued our planned activities in the innovation and legal tech space.

### 1. Incubating the future of tech

We continue to help innovators and entrepreneurs drive change in the legal sector, supporting entrepreneurial businesses and encouraging the development and adoption of legal tech both within our practice and within our client organisations. Both our legal tech programme, Collaborate, and our emerging tech incubation programme, FastForward, ran successfully despite the pandemic. When launching our fourth FastForward cohort, we focussed on companies that supported environmental, social and corporate governance issues.

The programme supports the work of technology entrepreneurs and innovators, and offers successful cohort members £30,000 of value-add services including legal advice. Collaborate offers legal tech start-ups access to our clients and lawyers, as well as the opportunity to develop, test and expand their legal tech products.

### 2. Innovating mindfully with tech

We have adapted our firm-wide Innovation Training Programme in order to deliver sessions virtually over the past year. A key focus for the programme has been on productivity, where we have delivered a series of talks and workshops focussing on how to be mindful with our use of tech, particularly in light of the challenges that can come with remote working practices. Our training programme focusses on understanding best practices for engaging mindfully with technology - helping our people to understand how as individuals we can practically take control of our own digital wellbeing, finding approaches that work for us within the framework of our working day.

### 3. Legal technology in lockdown

We continue to remain at the forefront of deploying cutting edge legal technology within our practice. We were well placed during the pandemic to continue to support our people with legal tech as part of our legal tech toolkit. We saw an increase in demand for collaboration platforms such as HighQ, a collaborative working platform that combines secure file sharing, project management and external collaboration in one. Throughout 2020, our usage of the platform more than doubled, both internally and externally with clients.

### 4. Leveraging innovation skills for SDG integration

We are using our well-established in-house innovation expertise to identify opportunities to integrate the SDGs into our business and engage employees in the process. For example, we facilitated a workshop with our Innovation Network Hub to bring fresh thinking to a firm-wide engagement campaign, and have used a number of tech innovations to facilitate collaborative thinking to drive the project forward.

“ Legal technology is now a crucial part of the way in which we work. The ability to embrace new, disruptive technologies enables us to continue to deliver the highest level of service to our clients. By helping to shape upcoming innovations in legal tech, we are able to provide our lawyers, and our clients, with progressive tools that will make a genuine difference to their way of working.

Jane Edwarde,  
Partner

# OUR PEOPLE



### 3. Our people

We are in the knowledge economy and so our people are crucial to our success. The focus on our people has intensified during the past year as they have faced unprecedented challenges in their home and working lives. We have come through this challenge together, having seen our colleagues' home lives, really understood the difficulties people have faced and supported one another in new ways.

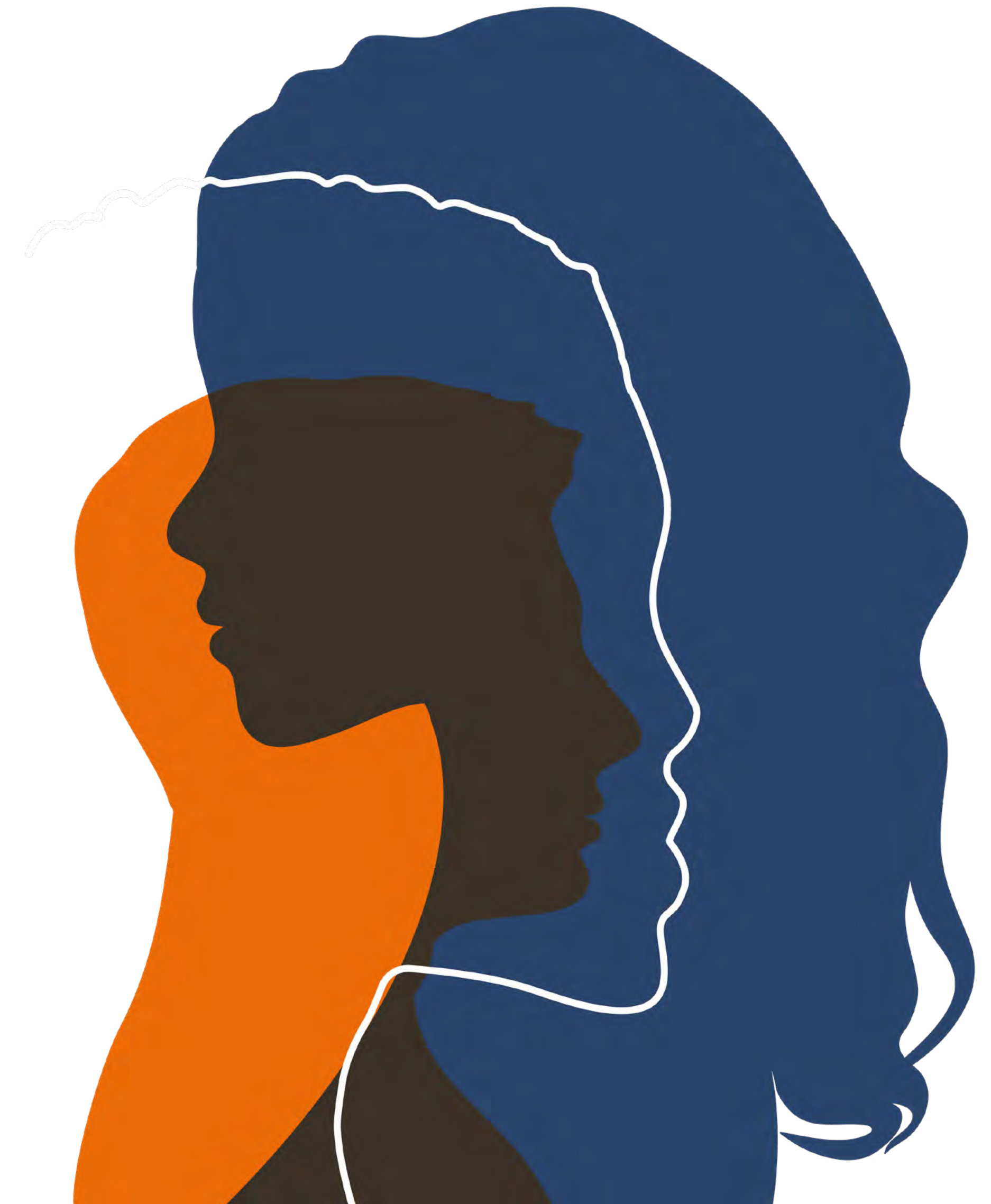
At the heart of our approach has been to really listen and to create a safe space for honest, open discussions. These discussions have ranged from racial inequality in response to the death of George Floyd in the US, to the challenges many have faced in managing their mental ill health while working from home, particularly in relation to social isolation or juggling work with home schooling.

More recently, we have facilitated discussions about the treatment of women in society and we used it as an opportunity to highlight actions everyone can take to ensure an inclusive and respectful environment for women, and encouraging colleagues to exercise and be outdoors at times they felt comfortable and safe. The importance of allies has never been more apparent and we will continue to work hard to uphold a culture in which everyone is treated with respect.

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“ After almost 18 months of living and working through a pandemic, we couldn't be prouder of how our people have come together to support each other whilst facing their own individual challenges. We've flexed and juggled to make things work for the firm and our people and have focussed on staying connected whilst being physically apart.

Louise Meikle,  
Director of HR



NEW WAYS OF WORKING

Remote working

After listening carefully to views across the firm, we have introduced a new way of working framework so that eligible employees, from September 2021, can choose to work remotely for up to 40% of the time. The aim is to enable employees to find a way of working that helps them to perform at their best whilst looking after their individual wellbeing and balancing their professional commitments and personal life. We are encouraging employees to use the office as a hub for social interaction and for maintaining connection with each other and our clients, as well as facilitating in-person collaboration and ‘on the job’ learning. We expect that ways of working will emerge that look different for individuals and we are committed to ensuring that any such ways of working are inclusive.

Job redesign pilot

We are underway with a year-long flexible working pilot, the aim of which is to identify new and sustainable ways of working so lawyers are supported to do their work and deliver value to clients, to develop their careers and to manage work-life balance. We extensively consulted internally and externally with lawyers and similar industries and took an innovative approach, designing working arrangements that complement our business model and the changing role of an associate.

The pilot is gender neutral, however we know from employee feedback that these options will be particularly beneficial to women and working parents.

THE JOB REDESIGN PILOT OFFERS THREE WORKING ARRANGEMENTS:



1

JOB SHARE

where two associates split a role across three working days each



2

ANNUALISED HOURS / TERM TIME WORKING

with pre-agreed blocks of time out of the office across the year



3

MATTER BASED WORKING

with a block of time taken off after a matter closes



## CASE STUDY

# EMPLOYERS INITIATIVE ON DOMESTIC ABUSE (EIDA)

Recognising that those working for us may be affected by domestic abuse in their personal lives, with a particular spotlight on the issue during the pandemic, in 2020, we became a Beacon member of EIDA. We ran our first internal event on the issue with a panel of speakers who shared their experiences to help raise awareness and start a conversation in the workplace.

EIDA is a network of businesses that aims to enable employers to take action on domestic abuse – raising awareness among employees, supporting those facing domestic abuse and providing access to services to help perpetrators to stop. Through greater awareness, relationship building and the sharing of best practice, member businesses work to make a systematic change to the way domestic abuse is handled in the UK.

We want to make sure that we create an environment in which those who experience domestic abuse, witness its impact on colleagues, or who are impacted in any way by it, feel able to speak up and ask for help. We have launched a domestic abuse policy so our employees are aware of what support is available both internally and externally, and we are working with EIDA for additional training for our HR teams who are often the first point of contact for providing guidance and support.

### 3.1 Mental health and wellbeing

Proactively supporting our employees through such a turbulent period has been a priority. The combined challenges and intensity of the new working from home arrangements, home schooling or caring for other family members, social isolation and loneliness caused by lockdown restrictions, as well as the firm being very busy, has brought to the fore how important it is that we have a comprehensive strategy that looks at not just how we help people in crisis, but also the importance of early intervention to help prevent people from reaching that point.

Recognising that physical and mental ill-health could result from prolonged periods working at home and to ensure employees were appropriately set up to work from home, rather than take a generic approach, we asked everyone to complete a home working assessment to enable us to provide reasonable adjustments tailored to individual requirements.

Building on a suite of existing initiatives, we also launched several new strands of support:

- Feedback from our regular pulse surveys led us to create a new internal initiative called Staying Connected, which aims to ensure we continue to operate as a strong firm community when we couldn't be together in person and better understand each other's personal circumstances. This led to a firmwide quiz, a live online theatre screening, a team steps challenge, online fitness sessions and the establishment of virtual community 'cafes', which offer a platform for people to connect over a specific passion or interest such as theatre or sport, puzzles or crocheting.



- Our Learning and Development team delivered more than 500 one-to-one coaching sessions over 12 months in lockdown, which covered topics around wellbeing strategies and managing boundaries. They have also run firmwide practical sessions that take participants through evidence-based wellbeing strategies that can easily be incorporated into a busy day, as well as a 10 minute mindfulness meditation suitable for beginners and experienced meditators alike.
  - We launched our new internal initiative, Listeners, in autumn 2020, which complements the provision we already have in place through our Mental Health First Aiders. Designed to normalise conversations about mental health, volunteer 'listeners' are equipped to give employees a safe space to talk at an early stage and are trained to listen without judging, ensuring they signpost people to resources available in the firm.
  - Under our Mental Health Awareness Month campaign, we dedicate all of May to raising awareness, showcasing resources and encouraging our people to lend their voices to breaking down the stigma of mental ill-health. In 2021, we trained 15 new Mental Health First Aiders, ran an event with TV and radio presenter Roman Kemp who spoke openly about mental health and suicide, and delivered training on 'everyday strategies for wellbeing'.
  - To raise awareness on mental health issues in the workplace, we have organised several mental wellness seminars with the City Mental Health Alliance Hong Kong (CMHAHK), a not-for-profit membership organisation that aims to protect, support and foster positive mental health for employees in Hong Kong. These include 'Manager Mental Health Awareness', which introduces skills to develop and nurture a mentally healthy working environment whilst managing teams, and two sessions on 'Staying Mentally Healthy during COVID-19'.
  - We launched a Mind over Tech pilot in January 2021 to help develop intentional mindful digital habits. We have partnered with our existing benefit and training providers to establish resources and to support our people to adapt to the challenges of COVID-19 and manage their health.
  - Our employee network, Thrive, continues to create a culture of openness around mental health and wellbeing issues. The Network recently published a series of podcasts, the first of which featured questions from trainees about mental health and life at the firm such as work/life balance and who to talk to about mental health issues.
  - Working jointly with our health insurance provider, we have run a series of wellbeing webinars that cover topics such as nutrition and exercise for healthy living, and male and female health.
  - We moved our onsite GP provision to a virtual service and have launched a dedicated CBT therapist with direct access two days a week.
- As a result of the steps we have taken, we were 1% off a 'health creating' score (the highest available) as part of our Thriving at Work assessment with the City Mental Health Alliance in early 2021. Our ambition for the next 12 months is to reach the highest accreditation.

### 3.2 Raising the bar on diversity and inclusion

We believe that a diverse and inclusive workplace drives collaboration and business performance. To achieve this we focus on examining and adjusting our ways of working so that we are able to embrace different leadership styles, career paths and work patterns. We concentrate on engaging everyone at the firm to create a shared responsibility for maintaining an inclusive culture.

Our work in this space has redoubled in the past year in response to the growth in understanding how D&I impacts our current and future business – the awareness and importance of social justice issues in the workplace has never been higher. We have raised the bar on our own commitment to do better through publically committing to two ambitious diversity and inclusion targets at partner level.



We implemented the gender diversity target internally and have since been working to promote a minimum of 40% women to partner level. Our ethnic minorities target was set internally from last year.

The targets have taken into account gender and ethnicity data from the firm and the wider market, which shows greater disparities in career outcomes for these demographics. These factors, along with analysis of how our structure, processes and culture, have helped set these targets. We recognise that greater transparency is an important step in achieving these targets and signals our commitment. They are certainly ambitious but also achievable.

“ Our gender and ethnicity targets are an important signal of our intent to do better; they aim to ensure we are identifying talent and doing what we can to ensure that everyone has the opportunity to succeed at the firm. They will allow us to measure and track progress, and facilitate a dialogue within the firm about the behaviours and processes that can impact the diversity we seek.

David Wittmann,  
Practice Partner

HIGHLIGHTS

- **Ranked 15th in the 2020 Stonewall Top 100 Employers' Index**  
This annual submission covers a detailed analysis of organisations' LGBT+ inclusion activity by Stonewall.
- **Ranked 25th in the 2020 Social Mobility Employers Index**  
Created by the Social Mobility Foundation in the UK, employers are ranked on the actions they are taking to ensure they are open to accessing and progressing talent from all class backgrounds.
- **CMHA Thriving at Work Accreditation 2021 – Excelling**  
The City Mental Health Alliance (CMHA) assessment aims to help organisations measure their progress as they work to build mentally healthy workplaces. In February 2021, we were awarded the Excelling Accreditation for the second year running.

- **EMpower Ethnic Minority Role Model Lists 2021**
  - EMpower 50 Advocates Executives List, Paul Stacey, Executive Partner and our most senior race champion
  - EMpower 100 Ethnic Minority Executives List, Nilufer Von Bismarck, Partner (retired April 2021)
  - EMpower 100 Ethnic Minority Future Leaders List, Justina Omotayo, International Relations Business Development Manager

- **Founding partner of the Race Fairness Commitment**  
Designed by Rare Recruitment to help firms create a fair, inclusive work environment for Black and ethnic minority employees, and opportunities for everyone, from all backgrounds, to succeed.
- **Founding partner of the Recruitment Agency Race Fairness Commitment**  
Created in partnership with Race Recruitment to hold our recruitment agency partners accountable and ensure they are providing equal and fair opportunities to candidates from Black and ethnic minority backgrounds.
- **Signatories to the Open Letter authored by Audeliss and INvolve**  
Published in The Sunday Times and signed by more than 30 CEOs, the letter addresses the need to hold employers to account and ensure commitment to long-term, tangible measures on Black inclusion.

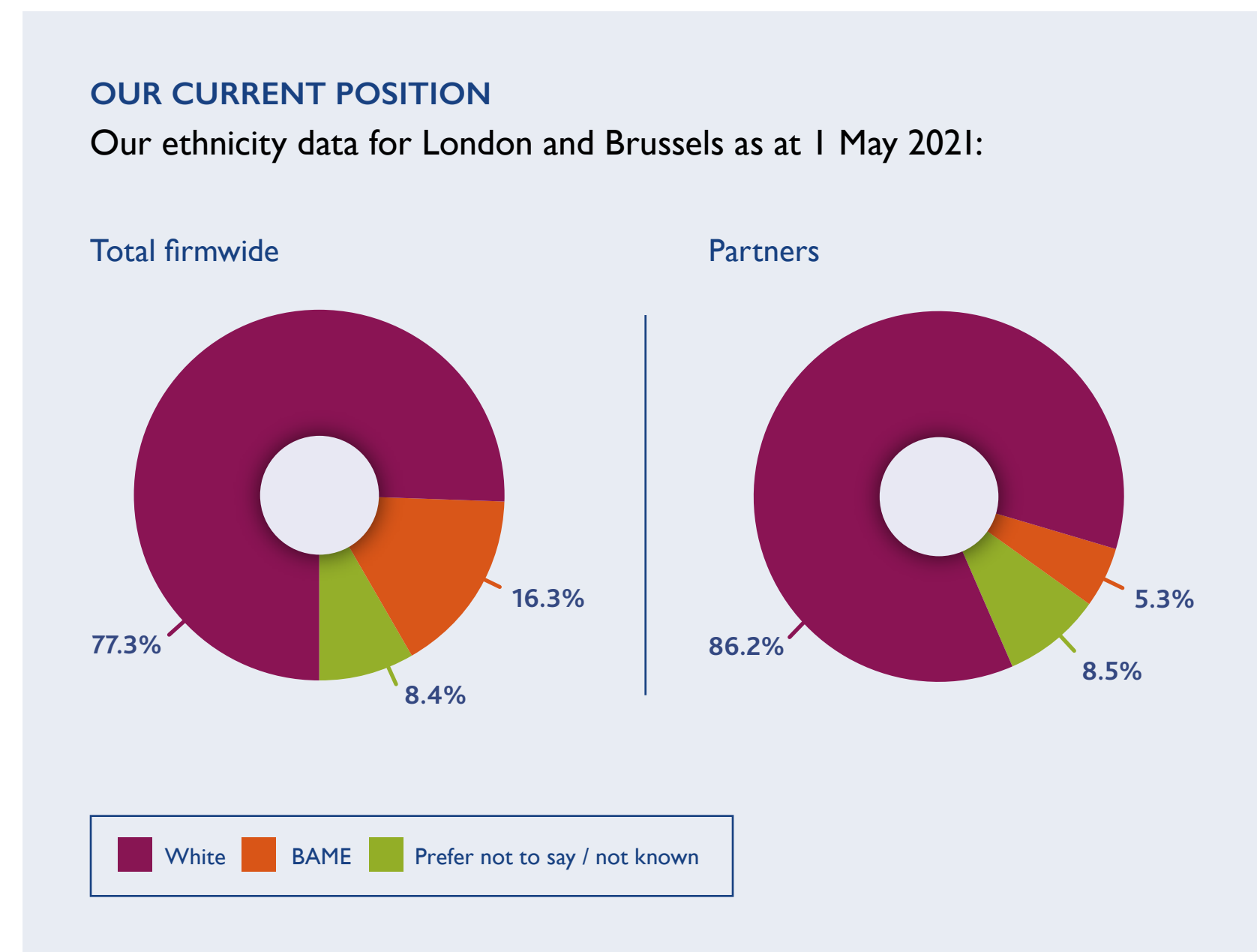


**Race and Ethnicity**

We have signed up to the Race Fairness Commitment (RFC) which mandates exacting data-driven techniques to identify challenges for Black and ethnic minority employees. As part of the RFC we have committed to publicly reporting on our progress as a firm annually and analysing, monitoring and tracking the career progression of Black and ethnic minority employees. We were also the first law firm to sign the Open Letter which was published in The Sunday Times and created by Audeliss and INvolve to hold employers accountable and ensure commitment to long-term, tangible measures on race and ethnicity inclusion.

As well as reporting on our gender pay gap in the UK for the past four years, we have voluntarily published our ethnicity pay gap for the third year, demonstrating our commitment and holding ourselves to account.

We are committed to increasing the representation of Black and ethnic minority individuals across the firm and the wider legal sector. The measures outlined in both the RFC and the open letter demonstrate the important steps we are taking to achieve our ethnicity target.



**PRO BONO IN SUPPORT OF RACIAL EQUALITY**

We have provided advice to Voyage, a social justice charity that aims to empower marginalised Black young people and provide them with the self-awareness and motivation to transform themselves and their communities. We have been advising the charity on structuring and governance matters.

We have also worked with Race on the Agenda (ROTA), one of Britain's leading social policy think-tanks focusing on issues that affect Black and ethnic minority communities. We have been assisting ROTA on employment law matters and governance support.

OUR FOUR POINT APPROACH

Diversity is essential to business success and we remain committed to fostering an environment where everyone, from all backgrounds, can succeed. Following the anti-racism protests in summer 2020, we accelerated our existing Race Fairness Action Plan to bring about change. We have a four point approach to recruiting, retaining and promoting Black and ethnic minority talent and have a number of actions we have already taken to ensure that we fulfil our commitments to the RFC and The Sunday Times Open Letter.



1

LEADERSHIP, GOVERNANCE AND DATA

- Established a working group on race fairness led by our Senior Partner and Executive Partner, in order to drive progress against our commitments.
- Collaborated with Rare Recruitment and four other law firms to launch the Recruitment Agency Race Fairness Commitment, aimed at ensuring that Black and minority ethnic job seekers get the same opportunities to compete for roles as similarly qualified White counterparts.
- Adopted a data driven approach, where we conduct regular data scrutiny, to ensure our policies and practices are set up to enable all of our people to thrive. We have recently invested in extensive data analysis to provide deeper insights into demographic patterns, including race and ethnicity, which will inform our D&I strategy going forward.
- Published for the last three years an ethnicity pay gap analysis on a voluntary basis.



2

FAIR AND OBJECTIVE PROCESSES

- Reviewed our policies and core HR practices, placing an increased focus on race and ethnicity. We have included a zero tolerance statement with regards to any form of racism, bullying and harassment and we ask in every exit interview whether the person leaving has experienced or seen racism in the firm.
- Conducted an analysis of our recruitment data to explore potential bias in the process, including the impact of our process on those from an ethnic minority background.
- Piloted the role of ‘continuity partner’ for all trainees, offering a single and consistent point of contact over the two year training period. The continuity partner provides guidance, feedback and support in addition to that provided by the existing monitoring partners and supervisors.



 3 CULTURE AND BEHAVIOUR

Focused on creating a shared understanding and language around race and ethnicity, we have a structured programme, with highlights below:

- Launched a new cohort of reverse mentoring pairs, which provides an opportunity for senior leadership to listen and learn from the experiences of Black and ethnic minority colleagues.
- Developed an Inclusion Allies training programme focused on race and ethnicity, with practical actions for allies to take forward.
- Hosted a town hall event where we learned about the ‘lived experience’ of Black people, attended by a third of the firm. A discussion was had on the impact of systemic racism and how allies can play a key role in challenging micro-behaviours that can, often unintentionally, exclude others.
- Provide pro bono support to charities that focus on Black and ethnic minority inclusion and racial equality, enabling those organisations to increase their reach, efficiency and effectiveness.
- Hosted listening circles for our Black and minority ethnic Business Services professionals so as to understand their experiences and inform our inclusion practices.

 4 WORK WITH INDIVIDUALS

- Continued our cross-company mentoring and leadership development programmes to provide development opportunities to Black, ethnic minority, female and LGBT+ employees.
- Expanded our current trainee buddy programme to ensure all our trainees have a wide support network.
- Partnering with #10,000 Black Interns to provide paid work experience to young Black people across the UK.



**Gender balance**

Gender equality remains a central focus of our D&I strategy. We know having more women in senior positions helps drive business performance and our commitment to SDG5, gender equality, is stronger than ever. We have set ourselves targets at partner level and we have been working hard to support, develop and retain women across the firm.

We have also taken steps to review representation at more senior levels. For example in 2018, we undertook an extensive review of how Board roles are filled and, as a result, from last year female partners make up five of our 11 Partnership Board members.

**LEADERSHIP**

**22%** of our global partnership is made up of women

**20%** of our London and Brussels partnership is made up of women

**44%** of promotions to partnership over the last four years on average have been women

**75%** of our Business Services senior leaders are women

**45%** of our partnership board is made up of women

**80%** of our operating committee is made up of women

**Supporting SDG5 in Hong Kong**

Initiatives we are supporting in Hong Kong that are aligned to SDG5, gender equality, include:

- the 30% Club Boardroom Lunch at the Asia Society in Hong Kong, which we have been supporting since 2012. The 30% Club aims to encourage and support Chairs and CEOs to appoint more women to their boards of directors and senior management teams and to help businesses improve their diversity at all levels. Each year, we host a table of board members, senior executives and accomplished and aspiring women directors to exchange views on key issues facing boards today.
- the first virtual gala event for The Women’s Foundation (TWF) in November 2020, to which we invited our clients. TWF is a non-profit organisation in Hong Kong dedicated to improving the lives of women and girls. The event featured a fireside chat discussing the challenges women leaders face, what effective leadership looks like under COVID-19 and whether current conditions will help accelerate gender equality.

## Social mobility

Socio-economic disadvantage continues to be the most significant driver of inequality in society and the top professions. The issue has been exacerbated by the COVID-19 pandemic, which has had a devastating impact on social mobility in the UK and led to lost learning opportunities and significant financial hardships. This means we have an even more pressing need to do more in this area.

Our social mobility strategy is a key part of how we work to reduce inequalities with the legal sector, improve the diversity of candidates we recruit and retain the best talent. We have begun to see increasing numbers of candidates from less advantaged backgrounds join our recruitment events and be offered training contracts at the firm. We are also doing more to address the culture within the firm so that people from non-traditional backgrounds feel like they belong, no matter their background.

We moved up the rankings for the third year in a row and in 2020 we were placed 25th in the Social Mobility Employer Index, up from 40th place the year before.

Since our last report, we have a number of highlights where we are deepening our impacts in this area:

### 1. Providing financial support for undergraduates

To mitigate the financial stresses of going to university, we launched the Slaughter and May Scholarship Scheme in April 2021 as an extension of our existing Law Springboard programme in partnership with social mobility charity upReach. Each year we are providing 10 high-potential undergraduates on the Law Springboard with bursaries and leadership

development opportunities. We will fund each of them for three years of university study, equating to £3,000 per student per year and totalling an investment of £270,000 over the next five years.

Our Law Springboard programme is now in its third year and has supported over 270 undergraduates. The programme aims to improve access to the legal sector for high potential undergraduates from less advantaged backgrounds, with a particular focus on supporting them to secure legal sector work experience. So far the programme has seen 50% of participants secure legal work experience, which favourably compares to research that found that 35% of final year students successfully secured vacation schemes from 2020-21 (High Fliers Research: The Law Student Survey 2021).

### 2. Expanding our reach through virtual delivery

Moving to a virtual delivery of many of our social mobility outreach initiatives has expanded our reach and opened new pools of talent that we may previously have been unable to engage with. For example, our Virtual Insight Programme, launched in March 2021, is open to students from all backgrounds. It aims to give an understanding of what a lawyer does and encourages the development of important skills and commercial awareness to better prepare them for the interview process. Within the first three months, almost 3,000 students had enrolled from 230 universities worldwide.

Our Excellerators summer work experience scheme for Year 12 students from London, previously an in-person scheme, has permanently moved to virtual delivery. This means we have been able to increase places we offer four-fold and widen our reach across the UK to regions that might not otherwise have had similar opportunities available. We have also joined other member firms of the PRIME Commitment to deliver legal sector workshops for school students from areas of the UK known for poor social mobility, to help them understand the routes into the profession.

Our Career Insights Blog, which is designed for school and undergraduate students, aims to help them navigate the route into a commercial solicitor career. We have also joined upReach's Social Mobility Network for people without a network, generating greater impact through creating better networks for those who otherwise might not have access to legal professionals.

### 3. Adjusting our approach to Business Services recruitment

There are a number of schemes in our Business Services teams where we have brought social mobility into the process. For example, we have recently launched the Slaughter and May Business Development Academy, a rolling two-year programme designed to give participants a thorough understanding of the various disciplines within legal BD. We used a fully anonymised (blind) application process and several virtual assessment centres (both firsts for the firm).

We have also provided six-month paid internships through the government's Kickstart Scheme, which aims to create new jobs for 16 to 24-year-olds who are at risk of long-term unemployment. Working with the East London Business Alliance, which is acting as a gateway employer, we have topped up the funding provided so that they work with us full time and are paid the London Living Wage.



## CASE STUDY

# THE DIVERSE NETWORK

As we see our workforce becoming more diverse, it's as important as ever that our culture is inclusive. Through our networks, we have been stimulating issue-led, firm-wide dialogues with the aim of highlighting the importance of diversity and inclusion and raising employee awareness of the inequalities faced by those from certain diverse backgrounds.

Our DIVERSE employee network, which focuses on ethnic, racial and social diversity within the firm, has been very active in the past year. The network hosted a talk by John Amaechi OBE on race, privilege and inclusivity, and ran a training session with Gwen Jones of Educating Matters, which focused on equipping employees with skills, resources and language to teach children how to be anti-racist.

The network also formed a social mobility working group with the aim of building a campaign to raise awareness of colleagues' lived experiences in relation to their socio-economic backgrounds and 'hidden diversity', and to normalise the conversation about people's differing backgrounds. They hosted an event with colleagues at different seniority levels who talked about their stories and experiences in the workplace. Building on this momentum, a series of videos is also being produced to continue the conversation and bring in contributions from a wider array of colleagues.

“ The DIVERSE Network has had an active year and has grown in size to nearly 120 members, all keen to celebrate and promote ethnic, racial and social diversity. The past year has further highlighted the importance of anti-racism, diversity and inclusion and the DIVERSE Committee have organised a wide range of events and initiatives to help drive the conversation forward and encourage action.

Lorna Nsoatabe,  
Associate and Chair  
of the DIVERSE network

# 4 REDUCING EMISSIONS



## 4. Reducing emissions

### HIGHLIGHTS

- We have committed to reduce our absolute Scope 1, 2 and 3 Greenhouse Gas emissions by 50% by 2030 from a 2018 base year. At the end of the first reporting year we had made significant progress – having made a 17% reduction against our 4.2% target. We have made further reductions during the 2020 reporting year, achieved in part as a result of the enforced changes caused by the COVID-19 pandemic.
- Our London office was recertified in 2021 to the ISO 14001:2015 environmental standard and gained certification to the ISO 50001:2018 energy management standard, a demonstration of our commitment to continual improvement of our performance.
- 100% of the electricity in our London office continues to be procured on a green tariff.
- In December 2020, we established ‘One Earth’, an informal network for our employees to share ideas on how to introduce more sustainable choices into their lives.

Our Environment Committee, supported by our three environment partners, continues to drive our environmental strategy, steering our progress and focus for the year ahead and longer term aims.

### Leadership and advocacy

As well as sharing our environmental performance through initiatives such as the Carbon Disclosure Project, we have also supported clients with their own environmental strategies and initiatives. As detailed earlier in the report, we are a founding member of the Net Zero Lawyers Alliance where we will be part of a sector-wide effort to use our legal skills to act on climate change. We have also joined speaker panels as part of best practice webinars, particularly around how we went about setting science-based targets and the practicalities of gaining internal buy-in for the transition to a low carbon economy.

“ We know that continuing to engage our supply chain remains crucial if we are to take meaningful steps to reduce our Scope 3 carbon emissions. During the next year, we plan to focus on enhancing our existing supplier arrangements, as we remain committed to working collaboratively across our value chain to drive action.

**Oliver Moir,**  
Partner and member  
of the Environment Committee

### Employee commuting and working from home emissions

Over the past year, we have reviewed best practice guidance on reporting emissions. This has included the requirement for businesses to calculate and report on emissions from employees working from home, particularly where it is considered material to an overall footprint. We carried out an initial assessment and confirmed these emissions are material to our impact, so this element has been included in our reporting for the first time. The process has helped us to develop our understanding of our Scope 3 emissions and, over the next year (assuming a return to a regular working pattern), we would like to undertake further analysis on the impact of a hybrid working model, taking into account both commuting and working from home emissions.

### Employee network launch

Influencing employee behaviour continues to be the core focus of our environment strategy. Recognising the environmental impact that we can all have as individuals and to raise awareness of ways this can be reduced, we have launched a new informal employee network 'One Earth'. The network provides a forum for like-minded colleagues to share ideas on how to introduce sustainable alternatives into their lives and increase awareness of emerging issues and environmental topics. We hope the network will help to foster a culture of action around environmental issues both in the workplace and into our employees' homes and communities.

Over the next year and beyond, the network will host a variety of events and create a platform on which we can increase employee engagement and support for environmental initiatives.

### Supply chain

Our purchased goods and services contribute the largest amount towards our carbon footprint and will remain a focus of our attention over the coming year. We have identified an initial group of suppliers who are key to support a reduction in our carbon emissions and have begun to work collaboratively with them to identify areas in which to innovate.

In addition, to support and encourage a collaborative partnership with our suppliers, we are introducing a strengthened engagement programme to deepen the integration of responsible business into our procurement process.

### Single-use consumables

Having taken great strides to reduce our reliance on single-use consumables over the last few years, in particular plastics, we have had to temporarily reintroduce single-use disposables in some areas of the firm. This was a necessity as we worked to minimise the transmission of COVID-19, but we ensured we were minimising any negative impacts by selecting products that have a low carbon footprint, such as coffee cups made from bioplastics. We intend to reintroduce reusable containers as soon as possible and continue with our programme to further reduce our reliance on single-use consumables.

## 4.1 Progress against our science-based targets

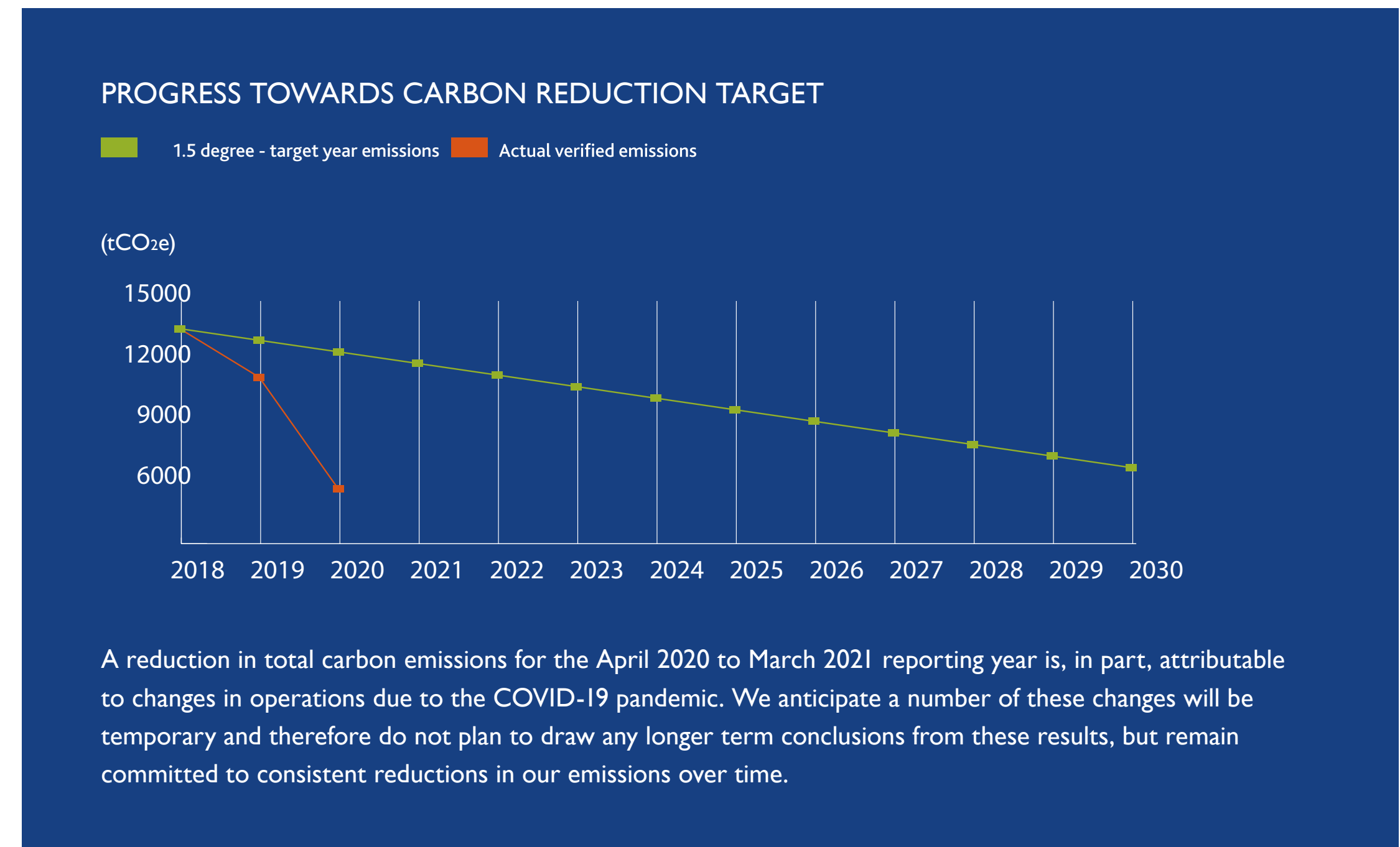
### Carbon emissions

In our first report on our progress against our science-based target for the period from April 2019 to March 2020, we saw a 17% reduction in our emissions against our target of 4.2%. This comprises a 17% reduction in Scope 1 and Scope 2 emissions, and a 17.7% reduction in Scope 3 emissions. An element of this period overlaps with the start of the COVID-19 pandemic and the introduction of working from home arrangements, with further reductions during the 2020/21 reporting year as you might expect in areas such as business travel and purchased goods and services as the pandemic continues. It is difficult to draw absolute conclusions from our environmental performance over the past year, but we remain focussed on continuing to stay on target to reduce our carbon emissions over time.

Our 2019/20 reporting period saw a reduction in electricity consumption of 12%, in part due to the installation of more efficient building chillers, which replaced units that had come to the end of their life.

Our Scope 3 reductions are primarily as a result of a decrease in purchased goods and services. By its nature, this area of our footprint, which includes capital goods, will fluctuate year-on-year and therefore we are focussed on maintaining consistent reductions over time. Our supply chain engagement programme will support these ongoing improvements.

The charts on the next page set out our total emissions in 2019 and 2020 against our 2018 baseline year.

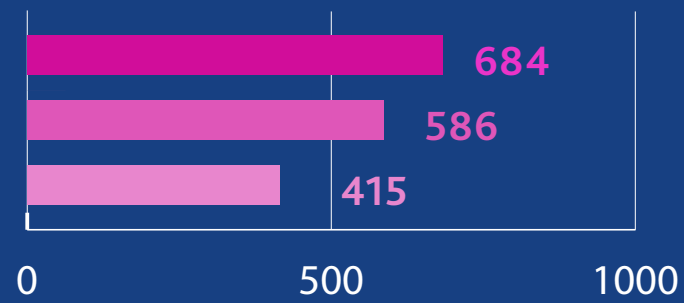




REDUCING EMISSIONS (tCO<sub>2</sub>e) - Totals tCO<sub>2</sub>e London and International

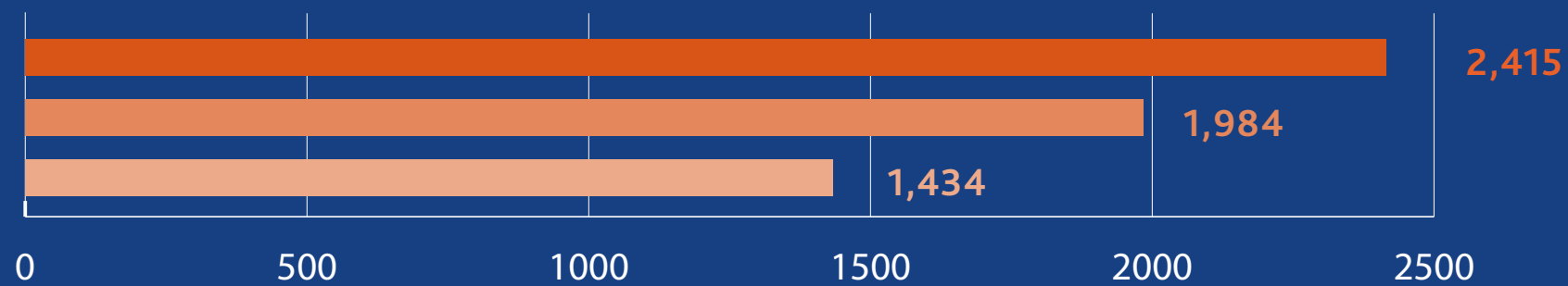
SCOPE 1 - Natural gas, diesel and refrigerants

2018 / 2019   2019 / 2020   2020 / 2021



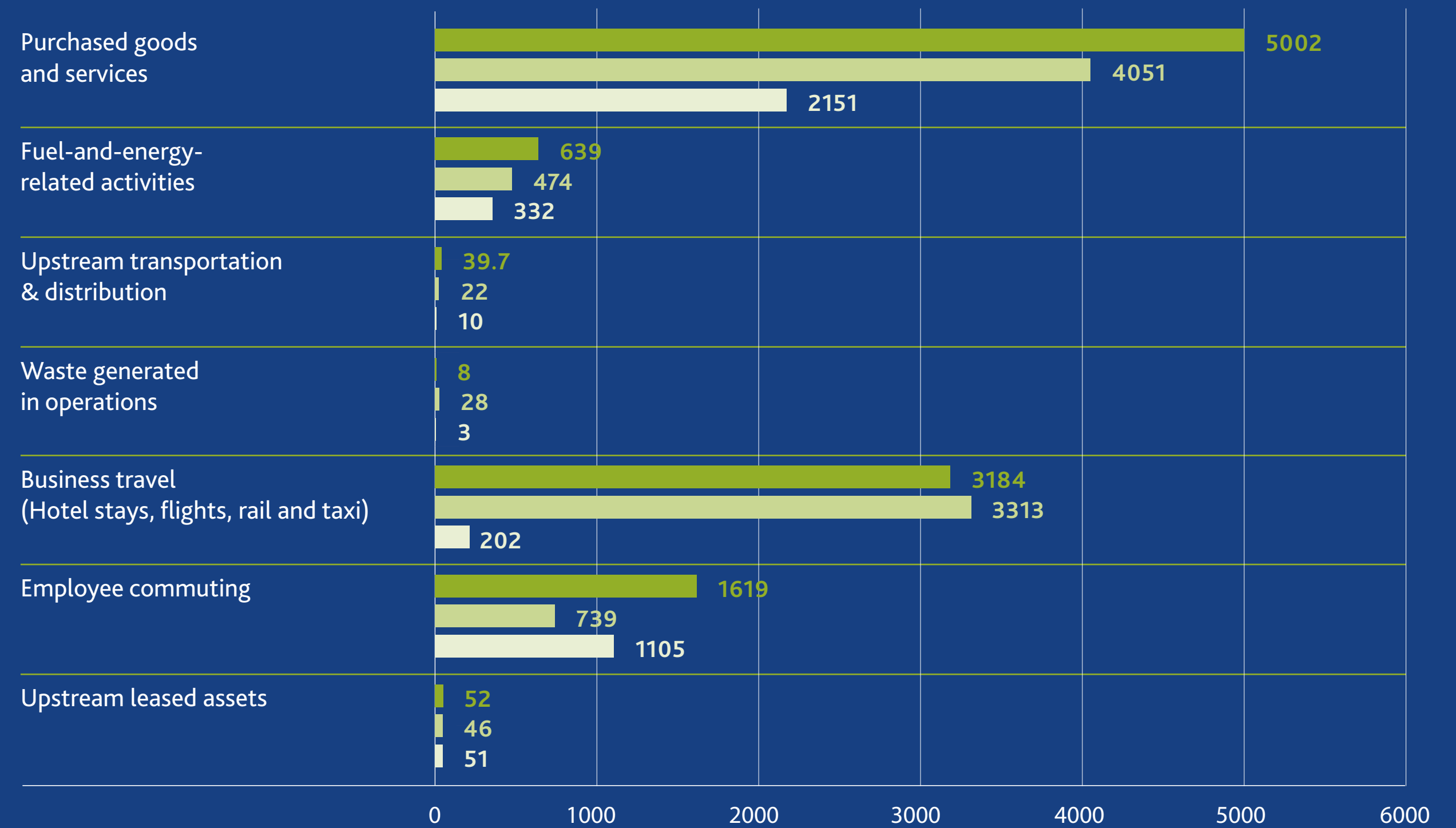
SCOPE 2 - Purchased electricity consumption (location based)

2018 / 2019   2019 / 2020   2020 / 2021



SCOPE 3

2018 / 2019   2019 / 2020   2020 / 2021



# SUPPORTING COMMUNITIES AND CHARITIES



## 5. Supporting communities and charities

### 2020 PRO BONO NUMBERS

**102** charities we provided with pro bono legal advice

**319** individuals reached through the community advice projects we support

**453** people accessed our Legal Toolkit for Charities

**157** attendees to our Legal Webinars for Charities

The impacts of COVID-19 and the related lockdowns have been particularly difficult for community organisations and charities, bringing about unprecedented funding shortages at the same time as a huge increase in demand for their services.

Forcing the majority of our outreach projects to be paused, the pandemic compelled us to take stock of how we were supporting the most vulnerable in our local communities. In the first six months of the crisis, we focused on how we were responding to the greatest needs. For example, we worked with our long-standing charity partner, St Luke's Community Centre, to set up a telephone befriending scheme and recruited employee volunteers to make weekly calls with Islington residents who live alone.

We also stepped up our pro bono efforts to provide legal advice and guidance to charities facing difficulties, doubling the amount of pro bono we did in 2020 compared to the previous year. Our access to justice initiatives continued to be busier than ever after we worked with our community legal clinic partners to move to an online delivery of services.

We are proud that most of our community projects were successfully moved online and, despite the disruption, we only saw a 22% fall in our non-legal volunteering compared to 2019. Our London volunteers still contributed over 1,700 hours last year, despite the professional, and often personal, challenges they faced.

### Our approach to pro bono

Through our pro bono work, we aim to leverage our legal skills for increased and sustainable social impact. We deliver our pro bono legal advice in three main ways: (i) advice to individuals in the community, (ii) legal workshops to charity and non-profit organisations, and (iii) direct advice to charities and non-profits that we take on as pro bono clients.

We have also increasingly tried to focus on the value that we can bring to our pro bono clients and where innovation might bring about higher impact. For example, we have been working with a large UK charity on the use of AI technology on a contract review and risk exercise. We also try to work with charities in an early stage of their particular matters, to help guide on strategy and direction, where helpful.

For example, we provided advice in relation to the formation of the Hong Kong Marine Policy Alliance, the first multi-stakeholder collective consisting of academics, researchers, environmental advocates and corporate entities in Hong Kong that focuses on coastal sustainability.

We have also used a proportion of our apprentice levy funding to cover the training cost of three solicitor apprentices at the Legal Advice Centre in East London.

There are two areas of impact within our pro bono programme in this past year that are particular highlights:

#### PRO BONO FOR CLIMATE ACTION

One of the areas where we have been able to make a meaningful impact is to target our pro bono contribution to projects that further Net

Zero so that our lawyers play an active part in tackling climate change. Amongst other projects we detail on [page 11](#), we have been involved in the Chancery Lane Project since its inception. Our volunteers from across a number of practice areas have drafted new climate-focussed contractual clauses to fight climate change. In addition, we have advised on the operations of the Project, carried out peer reviews of drafts before publication, worked on implementation and use-case scenarios and provided facilitators for the Project's large-scale volunteer events.

Our focus is not only to increase the efficiency, reach and impact of organisations working in this space, but our pro bono support has further embedded climate transition knowledge into our legal practice groups. Involving strategic and in-depth pro bono work, these projects have addressed key structural barriers to combatting climate change.

#### DISASTER RELIEF AND COMMUNITY WELLBEING IN THE PANDEMIC

We have focused support to those charities and organisations providing relief and the improvement of wellbeing during the past year. For example:

- the British Red Cross: we have a long-term pro bono partnership supporting British Red Cross in its mission to help those in crisis. Across our various matters, our work has included reviewing service and supply agreements, advising on contracts implementing electronic transactional solutions, as well as financial payment solutions to quickly respond to emergency situations.
- the Royal Marsden Cancer Charity: the charity is a long-term pro bono client of the firm, which we have continued to support with legal advice across its operations.

“ Slaughter and May's continued support makes a huge difference to the charity and has helped us in many ways this year. The firm's generous support in providing advice pro bono also means that even more of the money raised by our supporters can go directly towards making a difference for patients at The Royal Marsden and beyond.

**Antonia Dalmahoy,**  
Managing Director,  
Royal Marsden Cancer Charity

### HKU Free Legal Advice Scheme

Since our last report, we have become a partnering law firm to the Faculty of Law of the University of Hong Kong (HKU) in support of its Free Legal Advice Scheme (FLAS), which is run in collaboration with the Hong Kong Government's Duty Lawyer Service. The FLAS is a clinical legal education programme that has two objectives: to provide law students with hands-on experience in handling real cases under the supervision of a qualified duty lawyer and to provide free preliminary legal advice to the general public. We have provided free legal advice as duty lawyers in cases involving a range of issues, including contract and business law disputes, copyright infringement, land and property disputes, judicial review, restitution and debt recovery. In 2020-2021, we advised on cases involving Securities and Futures Commission licensing exemptions and data protection laws, and provided guidance to the students involved.

### Our approach to supporting our local community

Our citizenship programme aims to give people in our local communities the tools to break out of a cycle of poverty. We do this by working with local charities to support individuals into work, self-employment or training, but also help build the capability, capacity and financial sustainability of the charitable organisations working to address our strategic aims.

Looking at the efficiencies brought by a new mode of remote working, we've thought hard about how to future-proof our programme and where we could meet the changing needs of the community. Firm Futures, a project we deliver in partnership with St Luke's Community Services and B Consultancy in London, helps people to set up their own businesses. While we had to delay the delivery of the programme for

a period, we have now added workshops that cover new topics for the programme, including survival strategies and diversification, new products and innovation and online payments.

One of our success stories has been the CoRe (Community Resourcing) programme, which we deliver together with Macquarie Group and the BIG Alliance. Traditionally an in-person 6-month project that brings together employee volunteers from the business world to work on high level, strategic projects for local charities, we saw more achieved by the teams in 2020 than at any other time in the scheme's 12 year history. Nine charities and 51 volunteers participated in the programme, resulting in 2,250 volunteer hours and £100,000+ leveraged in other support for the participating charities.

We have also continued to see plenty of fundraising amongst employees for the causes they care about. Our regular 'Dress Colour Day' campaigns in our Hong Kong office have benefitted several local charities including: Mother's Choice, a charity serving the many children without families and pregnant young women; Mindless HK, a mental health charity committed to improving awareness and understanding of mental health; Access HK, a charity that aims to provide equal opportunities and improve children's education; and Food Angel, a food rescue and food assistance programme that serves underprivileged communities.

**CASE STUDY****VOLUNTEERING  
TO SUPPORT  
MENTAL HEALTH**

Evidence shows that helping others is beneficial for your own mental health and wellbeing. We regularly ask employees for feedback about any personal or professional impacts they might have experienced following their involvement in a project. Last year, the results from these surveys were particularly poignant, with 93% reporting their wellbeing had improved as a result of taking part. Moreover, 96% said they developed a professional skill and 82% reported that by volunteering, they met a development objective.

We tied mental health and volunteering together during Mental Health Awareness Month in May 2021 and promoted opportunities to help colleagues stay connected and boost their wellbeing. For example, we worked with our new charity partner, Bags of Taste, to create a cooking competition for teams in the firm to arrange lunchtime 'cook-alongs' using one of the charity's recipes that feature in their programmes to help people cook delicious, nutritious food on a budget.



## Useful links

Click on the boxes to learn more



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