

DLA PIPER INTERNATIONAL

# Regional Highlights 2024

Halfway through the decade of action:  
doubling down on achieving our goals





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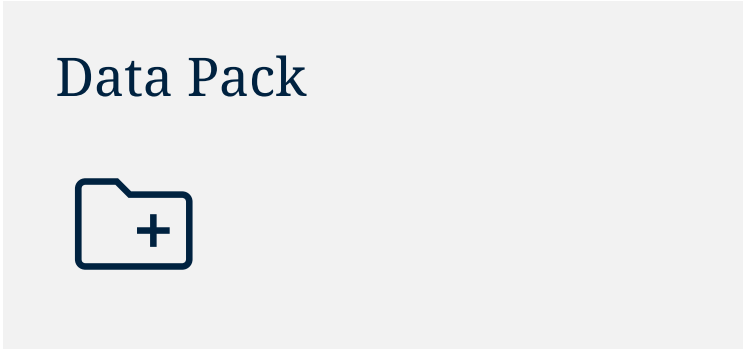
Our reporting suite

This regional highlights report is part of a reporting suite covering some of our sustainability and ESG activities throughout the past year.

For a summary of all our main sustainability and ESG impacts and how we’re addressing them, see our **Impact Summary**.

For a closer look at our performance and progress around our material issues, read our deep dives: **Net Zero**, **Our People**, and **Societal Impact**.

For quantitative data related to our progress during the year, see our **Data Pack**.



Find out more

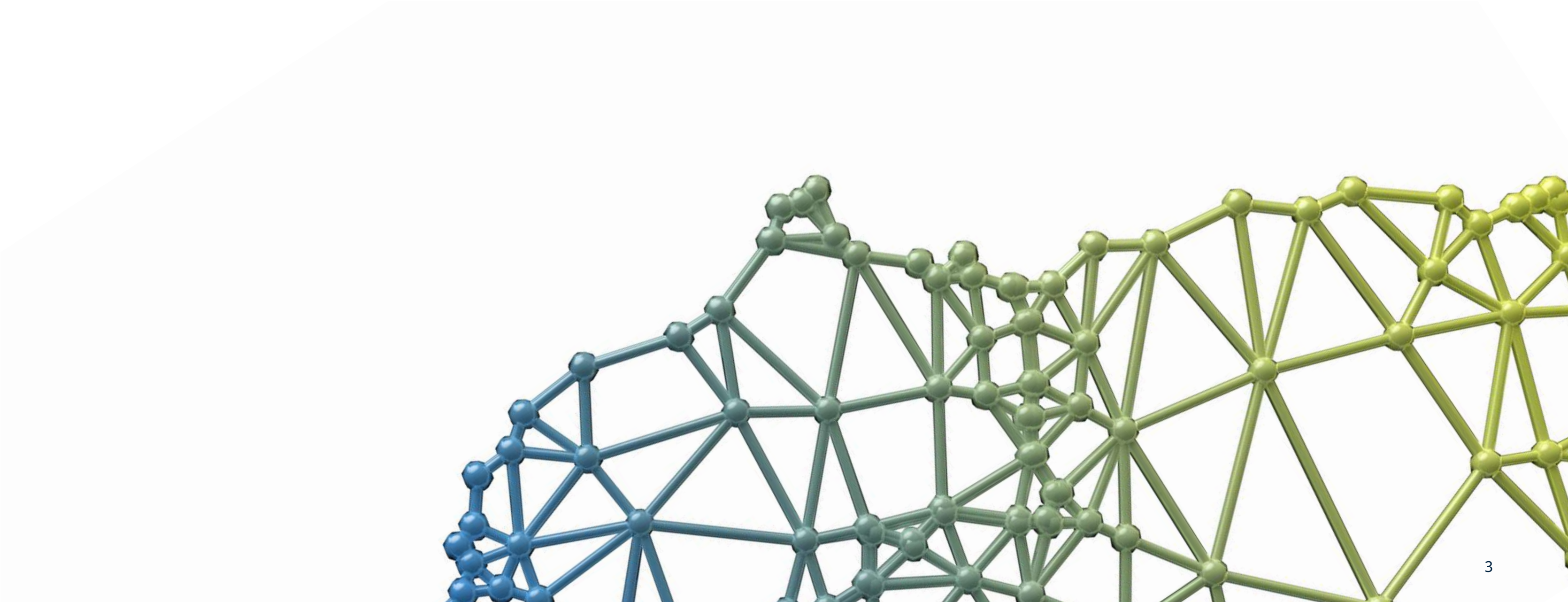
This report is a snapshot of our activities over the past year. For the latest on our performance and progress, **visit our website** or find us on social media.



About this report

This Regional Highlights report complements our core sustainability reporting, by showcasing how DLA Piper addresses sustainability and ESG issues in our locations around the globe. This report is not inclusive of all our sustainability activities in all our locations, but instead focuses on a few select case studies and examples, aiming to bring to life our sustainability activities from across Africa, Asia Pacific, the UK, Europe and the Middle East (which we refer to as DLA Piper International). This report excludes information from DLA Piper Americas.

For a best practice-aligned view of DLA Piper’s sustainability reporting, please see our main reports: **Impact Summary**, and our three topic deep dives: **Net Zero**, **Societal Impact**, and **Our People**. For quantitative metrics and performance, please see our **Data Pack**.





## WHO WE ARE

DLA Piper is a global law firm **helping clients succeed** wherever they do business.

Our pursuit of innovation has helped transform the delivery of legal services. DLA Piper International has offices in Europe, the Middle East, Africa and Asia Pacific, and we deliver exceptional outcomes on cross-border projects, critical transactions, and high-stakes disputes.

## Making business better

## OUR PURPOSE &amp; VALUES

**Bold**

We are fearless and inquisitive, challenging ourselves to think big and find creative new solutions

**Supportive**

We are compassionate and inclusive, valuing diversity and acting thoughtfully

**55****Offices in  
34 countries****Exceptional**

We are strategic and driven, exceeding standards and expectations

**Collaborative**

We are proactive, passionate team players, investing in our relationships

**GBP 1.4<sup>bn</sup>**  
Annual revenue  
(2023)**2,300+**  
Lawyers**500+**  
Trainees**780+**  
Partners**3,100+**  
Business service  
professionals**14,000+**  
Clients in FY24

This data covers DLA Piper International, excluding offices in the Americas and our Brand Integrated Firms.

781

employees and partners  
based in the **Nordics**

2,447

employees and partners  
based in the **UK and Ireland**

3,119

employees and partners  
based in **Europe**

346

employees and partners based in  
the **Middle East and Africa**

500

employees and partners  
based in **Asia**

612

employees and partners  
based in **Australia**

117

employees and partners  
based in **New Zealand**

## DLA Piper International

Offices in 34 countries and 55 locations

• DLA Piper offices

Employees and partners

39% in Europe

31% in the UK and Ireland

10% in Nordics\*

6% in Asia

2% in New Zealand

8% in Australia

4% in the Middle East and Africa



# DLA Piper in Asia

## Our offices in Asia

 **7** DLA Piper offices in Asia

 **500** employees based in our Asia offices

**7%** of our employees and partners are based in our Asia offices

**67%** of our employees and partners based in our Asia offices are female

## Our people

Our people in our Asia offices in FY24



## Bronze Award at the Hong Kong LGBT+ Inclusion Index (Hong Kong)

In 2023, the Hong Kong LGBT Inclusion Index awarded us a Bronze Award. This index is the first benchmark on LGBT+ workplace inclusion practices and initiatives in Asia. Introduced by Community Business for the first time in 2015, the initiative provides organisations in Hong Kong with a credible and robust tool to assess, progress and promote their efforts towards LGBT+ inclusion.

## Supporting LGBT+ celebrations (Japan)

For a third consecutive year, we were proud sponsors of Tokyo Rainbow Pride. More than 15,000 people marched in support of LGBTQ+ rights and to celebrate 30 years of one of Asia’s largest Pride celebrations.

The theme for 2024 was “until it changes, don’t give up”, in reference to progress being made on marriage equality and LGBTQ+ rights in Japan.

## Using sport to connect with diverse communities (Hong Kong)

In December 2024, Hong Kong celebrated International Day of Persons with Disabilities. To mark the occasion, a group of DLA Piper volunteers partnered with community outreach programme Kowloon Cares and long-term partner Kowloon rugby club to play rugby-based games with children from a school for students with differing physical and mental abilities.

Our role in society

Our Asia offices investing in society in FY24



Supporting LGBTQIA+ rights (Hong Kong)

We worked with different organizations across the region to raise awareness of LGBT+ issues. For example, we drafted shadow reports to UN treaty bodies raising concerns about LGBTQIA+ rights abuses and sought recommendations for improved laws and policies. We provided legal assistance to Gay Games Hong Kong and Open for Business to support their work in Hong Kong and Southeast Asia to promote LGBT+ inclusion.

Asia-Pacific Legal Future Programme with Chiang Mai University (Thailand)

Lawyers from our Bangkok office taught our inaugural pro bono and practical legal skills course at Chiang Mai University. Chiang Mai University was the first provincial university established in Thailand in 1964. The objective of the program was to nurture a pro bono culture amongst law students and help them to develop strong legal skills when communicating with and advising clients. The program was run in partnership with a regional NGO, BABSEACLE, which is committed to developing clinical legal education across Southeast Asia.

The course took place over five days and was attended by 25 Thai students. During the course, our lawyers gave perspectives on concepts such as the rule of law, access to justice and pro bono legal work and shared tips on how to effectively work with clients from vulnerable backgrounds and overcome communication challenges. Through group discussions, activities, and role plays, the students were also engaged in mock interviews, ethical dilemmas and practiced drafting file notes and letters of advice.

The course in Chiang Mai received positive feedback from colleagues and the University. Our colleagues said:

*“Training the next generation of lawyers at CMU was one of the most rewarding experiences I have had while working at DLA Piper. It was a fantastic opportunity for me and my colleagues to actually engage with the community and hopefully inspire some bright young lawyers to make a positive change in their communities (and equip them with the skills to be able to do so)! I would highly recommend that everyone gets involved with pro-bono initiatives.”*

Jia Xiang Ang  
Associate, L&R, Bangkok

*“My experience with Pro Bono in Chiang Mai has been one of the most rewarding experiences of my legal career. I thoroughly enjoyed teaching an amazing group of students alongside my colleagues in a beautiful city. I am grateful for the opportunity to apply my legal knowledge and skills in a way that made a meaningful impact on the community. I made many unforgettable memories and would love to participate in similar endeavours in the future.”*

Nicharee Kitiyansub  
Legal Assistant, FPR, Bangkok



## Training for female lawyers (Nepal)

DLA Piper conducted its sixth training for female lawyers in Nepal in 2023. The project was delivered through our non-profit affiliate New Perimeter, which provides long-term pro bono legal assistance in under-served regions around the world.

Our lawyers once again teamed up with Canadian NGO Women Lawyers Joining Hands (WLJH) and the Nepal Bar Association (NBA) to deliver the training initiative. The training included sessions on personal branding and professional development, negotiations, business and human rights, and advocacy.

For more information on the training programme, read more [here](#). Video on the project is available [here](#).

- **150** female lawyers trained
- **5** in person training sessions held
- **16** Nepali trainers participated in the training sessions





Our environment

Asia offices environmental performance in FY24

- 949 kg CO<sub>2</sub>e on average per person in Asia from energy use<sup>1</sup>, equivalent to 76,724 smart phones charged.<sup>2</sup>
- 648,807 kg CO<sub>2</sub>e emitted from business travel in Asia, equivalent to 87 homes’ energy use for the year.

Our Asia offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

<sup>1</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

<sup>2</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator | US EPA](#).

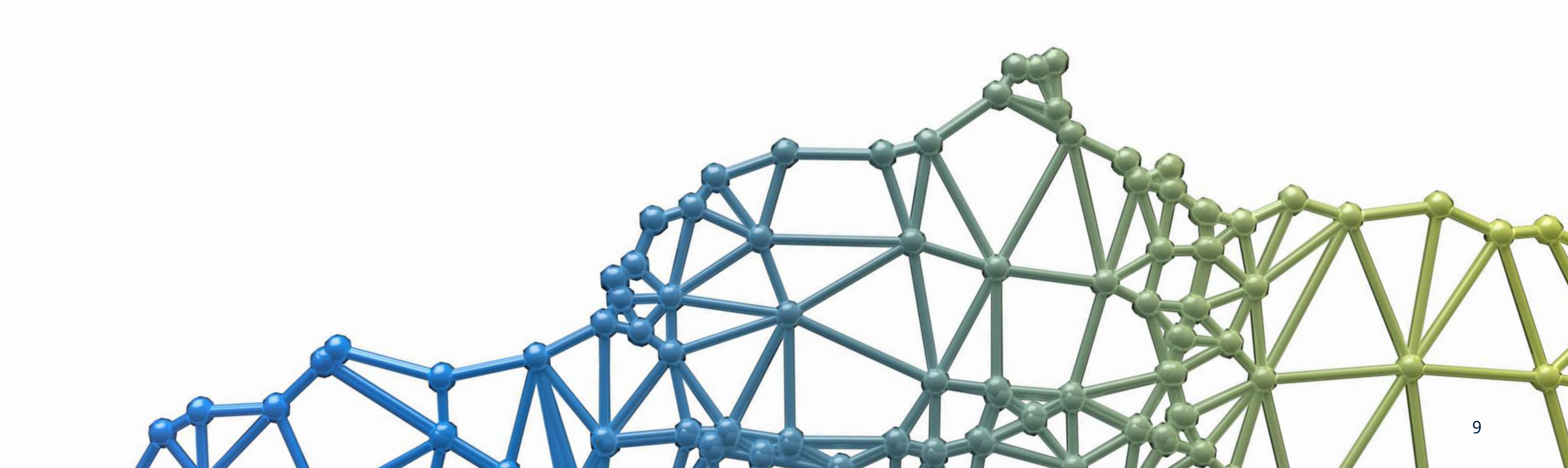
<sup>3</sup> This data covers scope 2 market-based emissions.

Using less energy per person

Our Asia offices have reduced the emissions per person associated with their energy use by 27% between FY20 and FY24, and by 13% between FY23 to FY24. See the graph below for a country-level breakdown of energy use-related emissions per person in our Asia offices.

Asia scope 1 and 2<sup>3</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
Hong Kong	1,059	801	727	723	687
China	1,416	1,329	1,215	1,066	1,121
Japan	976	889	997	927	923
Singapore	1,812	1,572	354	1,310	741
South Korea	1,396	1,096	860	589	732
Thailand	1,188	1,784	1,522	1,924	1,491







Our environment

Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in Asia, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in Asia were 80% lower than in FY20, and we’ve achieved a year-on-year decrease of 44% between FY23 and FY24.

See the graph below for our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our **Net Zero Deep Dive 2024**.

Business travel emissions in Asia

(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
Hong Kong	1,352,987	14,450	22,425	692,475	90,565
China	883,202	65,889	54,594	117,936	235,848
Japan	211,440	85	0	39,786	2,629
Singapore	438,678	0	23,175	258,554	259,636
South Korea	60,166	0	0	29,751	19,039
Thailand	315,393	407	5,122	9,908	41,090

Asia contacts

If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in Asia, please get in touch.

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# DLA Piper in Australia

## Our offices in Australia

 **4** DLA Piper offices in Australia

 **612** employees and partners are based in our Australia offices

## Our people

### Our people in our Australia offices in FY24



## Engaging with Aboriginal and Torres Strait Islander issues

As part of our Reconciliation Action Plan (RAP), we have a commitment to provide ongoing formal and informal cultural learning activities for all staff. In preparation for the 2023 Australian referendum on enshrining a First Nations Voice to Parliament into the Australian constitution, we hosted two Kitchen Table Conversations – one in Sydney and one in Perth. The aim was to build community confidence in the First Nations Voice to Parliament so that we could more confidently talk to our networks and communities about the referendum.

The Kitchen Table Conversation was led our pro bono client, Edmund Rice Centre, and provided a valuable opportunity to informally discuss topics such as The Uluru Statement from the Heart, recognising and honouring the oldest continuous civilisation on earth, the long struggle for recognition, and others.

We also recently updated our online cultural learning modules to better support our people in their knowledge and confidence.

## Gender pay gap reporting

The latest Workplace Gender Equality Agency (WGEA) national **gender pay gap report** was published in November 2023. Based on the census data, the report revealed the national mean total remuneration gender pay gap across all sectors in Australia was 21.7%.

DLA Piper Australia's gender pay gap for median base salary is 15.3% and median total remuneration (including superannuation, bonuses and overtime) is 17.0%. These figures are below the professional services industry average of 20.9% and 23.5%, respectively.

Over the past few years, the firm's pay gap has been reducing and based on our data between 1 April 2022 – 31 March 2023:

- Our **mean** (average) **total remuneration** gender pay gap is **14.4%**. This is lower than the national average and the legal industry comparison of 16.2%.
- Our **median base salary** is **15.3%** and median total remuneration (including super, bonuses and overtime) is 17.0%. These figures are below the professional services industry average of 20.9% and 23.5% respectively.

Moreover, when comparing like-for-like roles, which we consider a critical measure, our gender pay gap is below 1.5%. WGEA's report used the median (middle) instead of the mean (average). Our mean total remuneration pay gap is 14.4%.



## Our role in society

### Our Australia offices investing in society



Average of

50

hours of pro bono worked by our colleagues in Australia

17,483

hours of pro bono completed by our lawyers in Australia



65%

DLA Piper lawyers in Australia engaged in pro bono work



66

pro bono matters opened in Australia

### Our partnership with NASCA

This year we continued our partnership with NASCA, an organisation that helps Aboriginal & Torres Strait Islander young people find career opportunities and fulfil their potential. In May 2023 we hosted 17 NASCA students at our Sydney office as part of NASCA's CareerFit program.

We led two sessions: one on employment rights, giving students information and resources on what to expect when they get their first job, and one activity where students applied for a job as Minister for Justice in their community.

### Wallumatta Legal: increasing access to justice

Founded in 2021 by DLA Piper and Macquarie University, Wallumatta Legal is a low-fee nonprofit family law firm that offers affordable legal advice and representation for low to middle income Australians. In February 2023, we opened a second office in Melbourne, thanks to a partnership with the University of Melbourne and a grant from the Victorian Legal Services Board.

Since opening in late 2021, Wallumatta Legal has assisted clients across 220 family law matters – both through representation in court (41%) and providing out of court assistance (59%).

It has provided advice across a broad range of matters:

- 42% Children / parenting
- 30% Property / finance
- 25% Children and property (a combination of the above)
- 3% Divorce

Wallumatta Legal by the numbers:

- 78% of clients are women
- 67% of matters relate to children or parenting in some way
- 60% of matters include aspects of domestic violence

*“DLA Piper has been an important supporter of NASCA for almost 10 years, and the partnership continues to evolve. Providing both pro-bono and financial support ... has a significant impact, which is evidenced by our social impact research. From the collaborative development of the partnership to the open and engaging way that the DLA team works alongside NASCA to develop meaningful interactions and embrace their own cultural learning – DLA Piper is a model of what a true collaborative partnership should be.”*

Sheena Duncan  
Impact Director, NASCA

*“Since our establishment, Wallumatta Legal has been able to positively impact the lives of more than 220 clients and their families – most of whom were not only low-mid income earners but were also faced with one or more ‘other’ disadvantage that would have restricted their ability to access justice through more traditional models. We are genuinely excited to now be in the position to help even more people – and to continue to increase the reach of Wallumatta Legal.”*

Kisanne Dulin  
Head of Operations, Wallumatta Legal



## Advocating for First Nations Australians

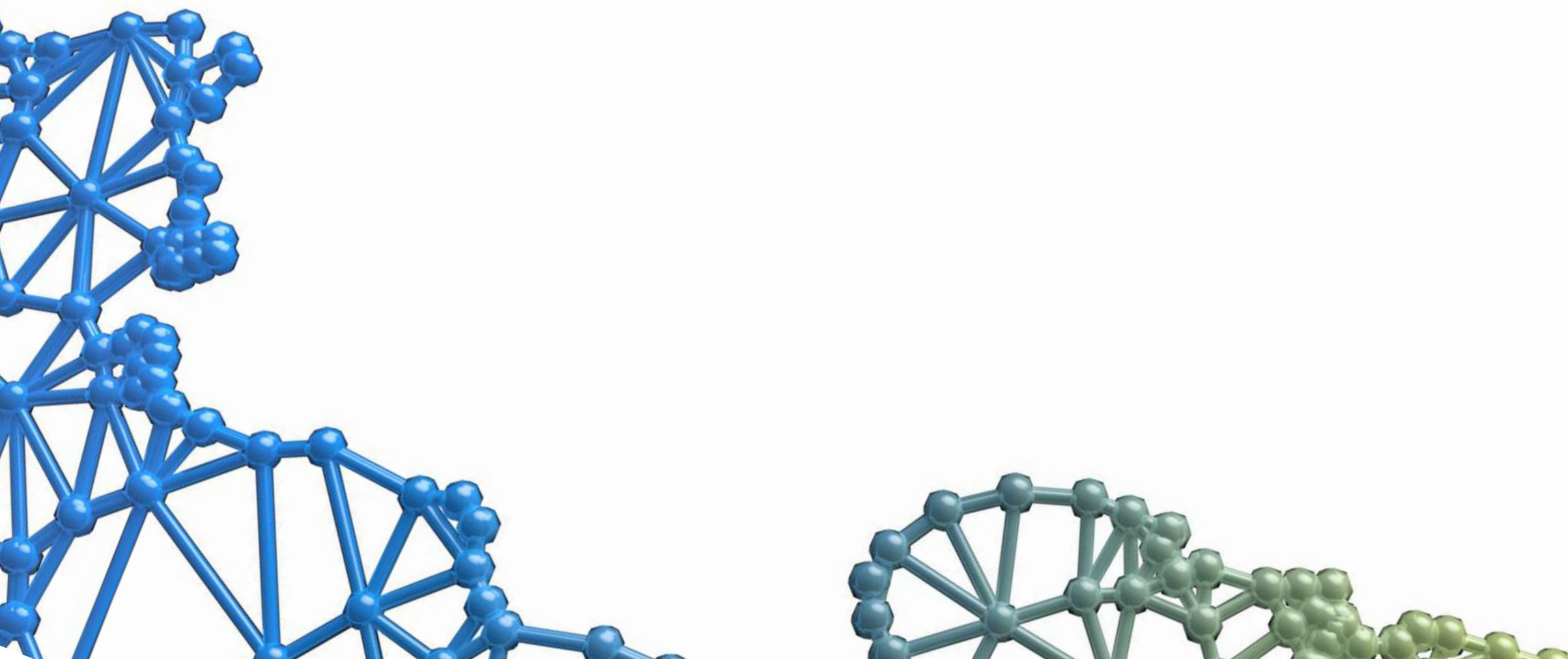
We supported the Victorian Aboriginal Legal Service and Human Rights Law Centre to bring a case led by Uncle Dennis, a proud Wakka Wakka man. The case challenged Australia's blanket pension age requirement on the basis that it is discriminatory, as Aboriginal and Torres Strait Islander people do not have equal access to the pension due to the gap in life expectancy compared to non-Indigenous people. The case was the first time the Federal Government has faced court in connection with its failure to close this gap in life expectancy.

While the case was not successful on the specific legal grounds, the Federal Court provided powerful dicta recognising the persistent life expectancy gap as a direct result of the ongoing impacts of colonisation.

## Fundraising for our partner UNHCR (Australia and New Zealand)

In May 2024, 28 colleagues from Australia and New Zealand trekked the 48 km of the Three Capes Track in Tasmania. While taking in spectacular scenery of eucalypt forests, coastal heath and Australia's highest sea cliffs, the two teams raised over AUD200,000 for the UN Refugee Agency (UNHCR) Environmental Protection Fund. The fund supports projects to reduce climate related displacement, an issue which has particular significance in the region.

In partnership with UNHCR, we work collaboratively to develop innovative responses to the global refugee crisis, enhance refugee integration and advocate for impactful, systemic change. Since beginning a new three-year partnership with UNHCR in June 2022, we've dedicated almost 10,000 pro bono hours to the Agency.





## Our environment

### Australia offices environmental performance in FY24

- 487 kg CO<sub>2</sub>e on average per person in Australia from energy use<sup>4</sup>, equivalent to 39,372 smart phones charged.<sup>5</sup>
- 2,330,741 kg CO<sub>2</sub>e emitted from business travel in Australia – equivalent to 313 homes’ energy use for the year.

Our Australian offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

<sup>4</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

<sup>5</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator](#) | US EPA.

<sup>6</sup> This data covers scope 2 market-based emissions.

### Using less energy per person

Our Australian offices combined have reduced their absolute emissions associated with office energy use by 74% since FY20, and by 52% between FY23 and FY24. See the graph below for a country-level breakdown of energy use-related emissions per person in our Australian offices

#### Australia scope 1 and 2<sup>6</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
Australia	1,861	1,573	1,169	1,008	487

### Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

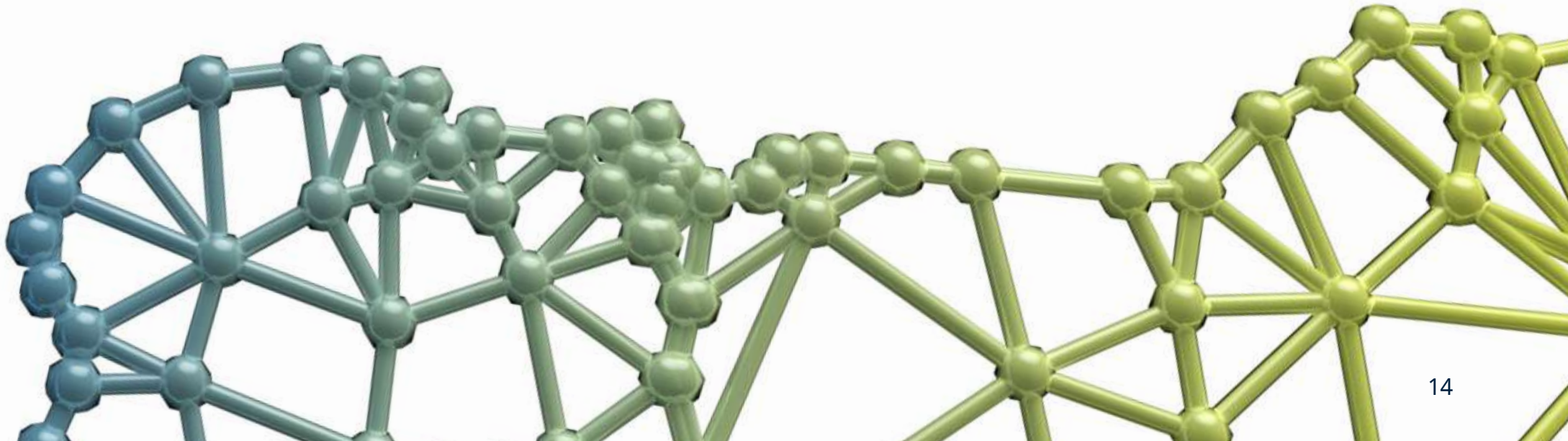
Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in Australia, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in Australia were 63% lower than in FY20, and we’ve achieved a decrease of 3% between FY23 and FY24.

See graph below for our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive 2024](#).

#### Business travel emissions in Australia

(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
Australia	6,344,356	22,249	585,834	2,409,420	2,330,741







## Our environment

### Sustainable workplace practices

We continuously look for new ways to be more sustainable in our office spaces.



#### Sustainable buildings

In Australia we have entered new lease commitments for high quality sustainable buildings, including at Waterfront Place, Brisbane and No.1 Martin Place, Sydney.



#### Recycling coffee grounds

In Melbourne our landlord has partnered with an organisation that collects used coffee grounds and delivers it to community gardens and local gardeners for use as compost.



#### Better waste management

We've introduced a new sustainable and contemporary waste system in Brisbane. The new system encourages responsible recycling practices, via its built-in scales to weigh waste and informative signage to assist with proper disposal into the various waste streams. This allows us to collect more accurate data on our day-to-day waste generation, our high traffic waste areas, and give us data on our waste management initiatives and guidelines to minimise landfill impact. This information is accessible to our staff through a TV dashboard in breakout spaces.



#### Repurposing take-away cups

In Sydney and Melbourne, our landlords have partnered with an organisation that repurposes used takeaway coffee cups, with bins provided for our colleagues to recycle their cups.

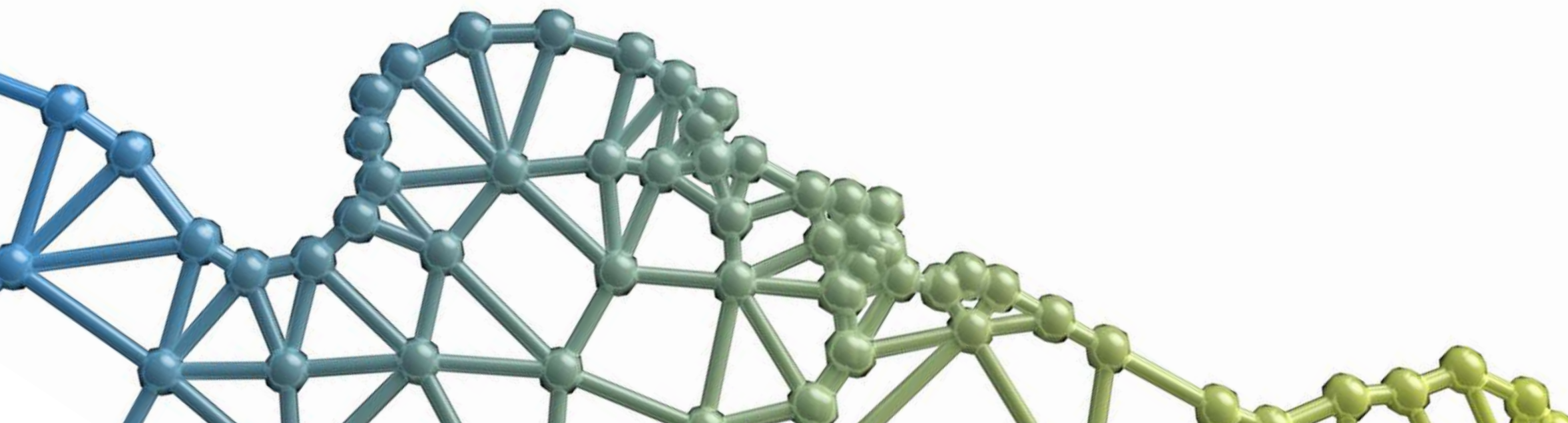
## Australia contacts

If you'd like to know more about DLA Piper's sustainability and ESG performance and activities in Australia, please get in touch.

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**Partner**, Litigation & Regulatory  
Australia

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# DLA Piper in Europe

## Our offices in Europe

📍 19 DLA Piper offices in Europe

📁 6 brand integrated firms in Europe

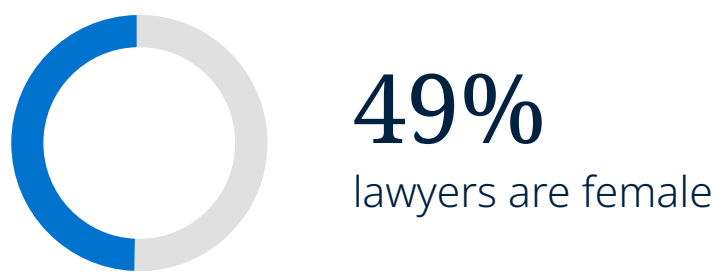
👥 3,119 people working for DLA Piper across our European offices

44% of our employees and partners are based in our European offices

58% of our employees and partners based in our European offices are female

## Our people

### Our people in our European offices in FY24



## Making legal aid more accessible (Belgium)

In 2024, DLA Piper Belgium joined the LVA project, a collaboration between the French-speaking and Dutch-speaking Bar, the Brussels Public Prosecutor’s Office, the Brussels Capital-Ixelles police zone, and the Institute for the Equality of Women and Men (IGVM). This project aims to make legal aid more accessible to victims of sexual and domestic violence and to better inform these victims about their rights and options.

## Dealing with Trauma workshop (Czech Republic)

In the Czech Republic we ran a Dealing with Trauma workshop for colleagues working at our Prague office, following a shooting incident in the city in December. Our international approach and resources for supporting the health and wellbeing of our people includes the flexibility to respond rapidly to challenging local situations, and where additional initiatives can be activated to support our colleagues working in specific locations.

## Be Boosted programme continues to take root (Netherlands)

In the Netherlands we rolled out the Be Boosted programme, as part of our Health & Wellbeing initiative. This has included the Selfcare programme, with a range of workshops for different employee groups about mental wellbeing, setting expectations, and balancing work and private life. The first workshop focused on colleagues with up to three years’ work experience.

## Inclusion announced as a strategic focus (Netherlands)

For our Netherlands firm’s strategy through to 2030, inclusion has been identified as one of the five main priorities, and two areas of focus will be gender balance and culture. In March 2024, a regular lunch meeting has been introduced for all employees and partners working in the Netherlands as part of local inclusion initiatives. These meetings are an opportunity for colleagues to meet and share experiences, and to encourage better understanding around inclusion.





## Our role in society

### Our European offices investing in society in FY24



Average of

19.4

hours of pro bono worked  
by our colleagues in Europe

37,369

hours of pro bono completed by  
our lawyers in Europe



40%

DLA Piper lawyers in Europe engaged in pro bono work



422

pro bono matters opened in Europe

### Rule 39 Pro Bono Initiative (Italy)

Since 2021 we've been part of the Rule 39 Pro Bono Initiative – a collaborative pro bono project led by human rights lawyer Daria Sartori with Muriel Vicqu ry. The initiative helps asylum seekers, refugees, and migrants in all member states of the Council of Europe seek reprieve for human rights violations in those states before the **European Court of Human Rights (ECHR)**.

Along with lawyers from seven other international law firms, DLA Piper lawyers from Europe and the UK give pro bono assistance to vulnerable displaced people – and not-for-profit organisations supporting them – in submitting cases to the ECHR. Over the last year, our lawyers have provided more than 200 hours of pro bono support.

In 2023, the Rule 39 Initiative won:

- LawWorks Best International Pro Bono Award
- PILnet Global Partnership Award

In just over two years, the initiative has helped more than 500 asylum seekers, refugees, and migrants seeking reprieve for human rights violations they have suffered.

### Tent Mentoring Programme (UK and Europe)

Alongside other major companies in the UK and Europe, we have committed to mentoring refugee women through the programme organised by the Tent Partnership for Refugees. DLA Piper has recruited 30 colleagues from across the firm to serve as mentors for the programme's first cohort starting in 2024.

Refugee women face unique challenges in accessing employment opportunities due to the absence of professional networks, unfamiliarity with the job market and local workplace norms, and a lack of language skills.

The mentors and mentees meet at least six times for an hour or so during a four-to-six months period, preferably in person, otherwise virtually. They discuss subjects like local job search process, CV tips, cover letter, and LinkedIn profiles.

### Vier Pfoten – Donation of Lions case

Wildlife protection and conservation has been a key priority for our pro bono team for many years – falling under one of our core focus areas: supporting climate justice and conservation. We recently strengthened our work in this area through our partnership with **FOUR PAWS** – a global organisation focused on animal welfare for animals under direct human influence.

Between 2022 and 2024, DLA Piper partnered with Four Paws to provide pro bono legal support to facilitate the rescue and transfer of several big cats to a sanctuary in South Africa, helping to end the commercial trade and exploitation of big cats.

In April 2024 for example, three tiger cubs were rescued from private keeping in Slovakia and transferred to a local Zoo for temporary care. In August, the cubs were relocated to a Big Cat Sanctuary in South Africa.





Our environment

European offices environmental performance in FY24

- 331 kg CO<sub>2</sub>e on average per person in Europe from energy use<sup>7</sup>, equivalent to 26,760 smart phones charged.<sup>8</sup>
- 2,424,205 kg CO<sub>2</sub>e emitted from business travel in Europe – equivalent to 326 homes’ energy use for the year.

Our European offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

<sup>7</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

<sup>8</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator | US EPA](#).

<sup>9</sup> This data covers scope 2 market-based emissions.

Using less energy per person

Our European offices combined have reduced their absolute emissions associated with office energy use by 49% since FY20, and by 26% between FY23 and FY24. See the graph to the right for a country-level breakdown of energy use-related emissions per person in our European offices.

Europe scope 1 and 2<sup>9</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
Austria	2,203	2,430	2,269	1,727	180
Belgium	525	502	2,968	530	237
Czech Republic	1,511	1,201	699	640	681
France	128	103	128	95	197
Germany	946	869	139	138	68
Hungary	305	184	227	242	47
Italy	708	716	581	538	328
Luxembourg	0	5	54	35	825
Netherlands	4	1,193	1,145	1,039	852
Poland	400	252	51	20	32
Portugal	872	911	888	454	295
Romania	1,082	351	806	659	741
Slovakia	298	6	341	119	0
Spain	66	64	0	50	150





Our environment

Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in Europe, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in Europe were 62% lower than in FY20, and we’ve achieved a decrease of 28% between FY23 and FY24.

See graph to the right for our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive 2024](#).

Business travel emissions in Europe

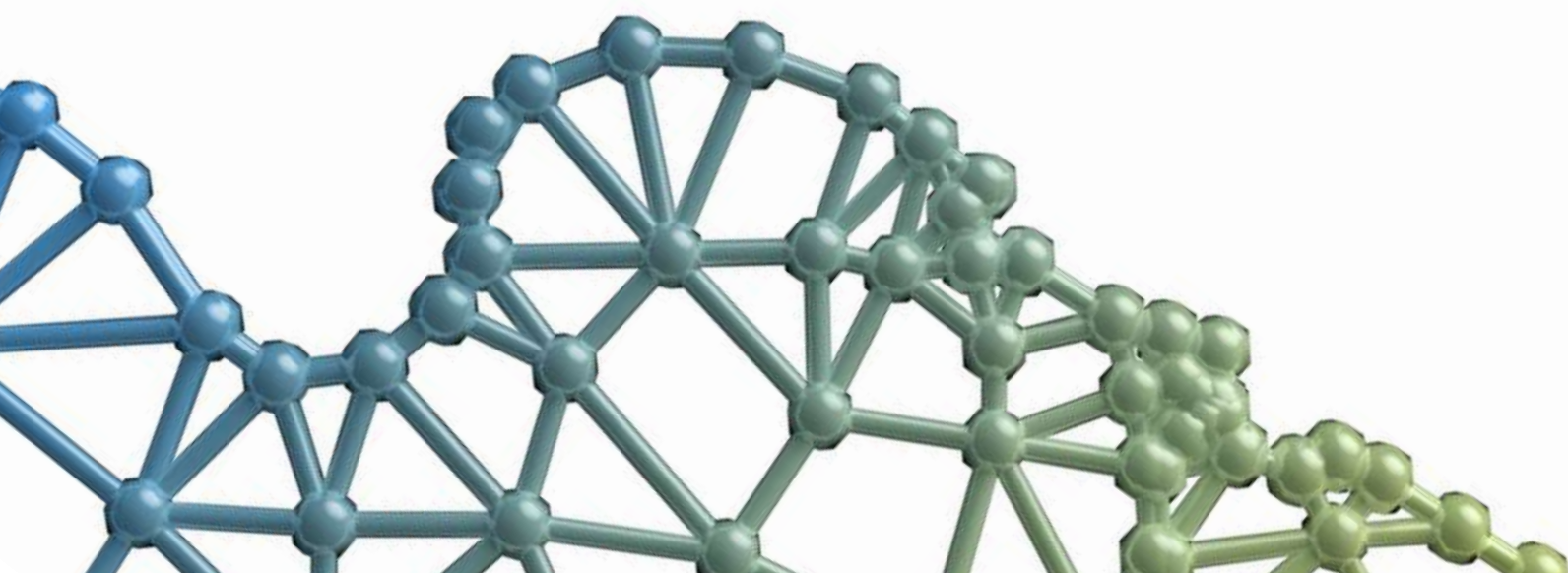
(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
Austria	151,844	268	21,476	118,183	109,384
Belgium	203,902	11,353	35,610	209,446	218,040
Czech Republic	221,627	0	1,475	9,293	11,963
France	1,548,974	12,624	262,334	725,412	465,531
Germany	761,751	34,648	282,170	735,345	629,504
Hungary	189,018	360	43,039	155,184	65,728
Italy	1,161,918	19,362	68,348	286,071	444,948
Luxembourg	107,205	1,691	42,358	94,277	95,691
Netherlands	559,319	1,316	86,872	485,227	185,361
Poland	244,849	673	34,633	265,647	119,883
Portugal	445,243	4,230	12,544	42,904	32,860
Romania	70,360	944	7,140	64,937	12,813
Slovakia	77,763	0	635	16,285	4,507
Spain	626,272	3,821	540	142,367	27,951

Europe contacts

If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in Europe, please get in touch.

Philippe Danesi  
Joint MD for Europe, Employment  
France

[philippe.danesi@dlapiper.com](mailto:philippe.danesi@dlapiper.com)






# DLA Piper in the Middle East and Africa

## Our offices in the Middle East and Africa

 **7** DLA Piper offices in the Middle East and Africa

 **21** Partner Firms in the Middle East and Africa (including 3 offices in Oman and KSA)

 **346** people working for DLA Piper in the Middle East and Africa

**5%** of our employees and partners are based in the Middle East and Africa

**57%** of our employees based in the Middle East and Africa are female

## Our people

### Our people in our Middle East and Africa offices in FY24

 **26%**  
partners are female

 **53%**  
lawyers are female

 **43%**  
trainee lawyers are female

 **64%**  
business service professionals are female

## Annual Secondment Development Programme

In September 2023, DLA Piper welcomed ten African secondees to London for our annual Africa Secondment Development Programme. Secondees included Senior Associates from Kenya, Mozambique, Namibia, Nigeria, Senegal, Tanzania, Uganda, and Zimbabwe. During their stay, secondees attended our international career academy (M2 Academy) and collaborated with teams across practice areas in our London office.

By helping to develop our next generation of leaders, the programme enhances our ability to support clients in African and around the world in delivering their objectives. The programme is central to cross-border collaboration as well as Pan-African and global integration.

To date, more than 40 associates from across Africa have been accommodated as part of the programme.

*“The Annual Secondment Development Programme gave me the opportunity to meet and learn from some of the brightest minds in their respective fields and listened to advice that I wished I had received years ago. I was able to learn from their experiences and gain valuable insights into networking, leadership, and communication among other things. The program also gave me the opportunity to network with other legal professionals from around the world.”*

Jenny Vermeulen  
DLA Piper Africa, Namibia (Ellis Shilengudwa Inc)



*“Our time in London gave me perspective on my career. We were able to trade experiences and knowledge on the workings of the law and our areas of expertise in our various jurisdictions was invaluable. It really showed that certain problems are not merely jurisdictional but experienced all over the world.”*

Victoria Sande

DLA Piper Africa, Mozambique  
(SAL & Caldeira Advogados, Lda)

## Sustainability Moot: ideas for a sustainable future (UAE)

In October 2023, in the run-up to COP28, we launched the DLA Piper Sustainability Moot – a competition designed exclusively for law schools across Europe, the Middle East and Africa. The initiative, which was the first of its kind in the Middle East, challenged the brightest legal minds to address complex issues related to sustainability and ESG.

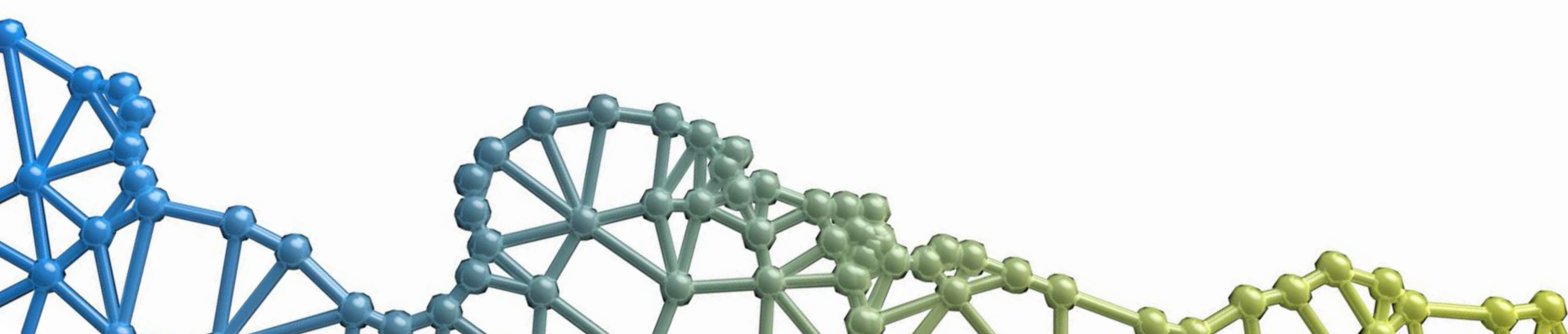
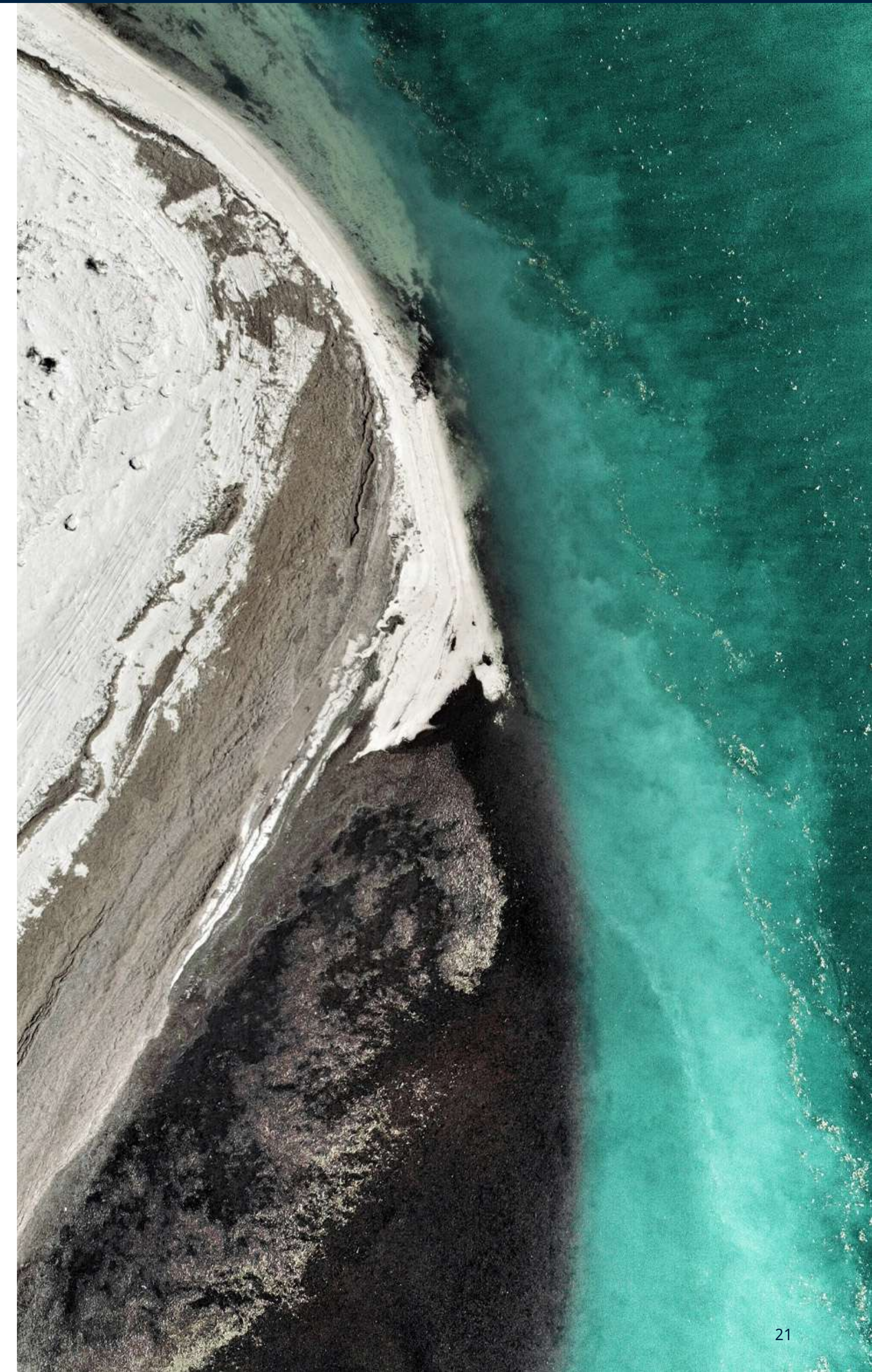
We welcomed over 75 students at our Sustainability Moot Masterclass. Twenty-three teams from 46 universities across Europe, the Middle East and Africa then competed in a series of virtual rounds to address legal problems at the forefront of international sustainability discussions and to contribute to the global conversation on sustainability and environmental justice.

Participating students were able to connect with our lawyers who provided mentoring and support throughout the competition. The finalists, from Trinity College Dublin and the University of Bristol, attended an in-person final in the UAE.

## Nurturing homegrown talent – building a sustainable workforce (UAE)

We are delighted to announce the appointment of three interns who have recently joined the Middle East following the launch of our new Furas Programme.

The Furas Programme focuses on hiring and developing more homegrown UAE talent, which will help us build a sustainable UAE workforce while delivering a positive impact for DLA Piper and the UAE.







## Our role in society

### Our Middle East and Africa offices investing in society in FY24



Average of

24.5

hours of pro bono worked by our colleagues in the ME and Africa

5,247

hours of pro bono completed by our lawyers in the ME and Africa



41%

DLA Piper lawyers in the ME and Africa engaged in pro bono work



29

pro bono matters opened in the ME and Africa

## World Bank Group on its Women, Business and the Law project (Africa)

For the World Bank Group's Women, Business and the Law 2024 Report, DLA Piper Africa member firm in Nigeria, Olajide Oyewole LLP, provided extensive legal research on family law, employment law, and laws protecting women from violence. This research covered women's safety, mobility, workplace, pay, marriage, parenthood, childcare, entrepreneurship, assets, and pension.

The WBL team used these contributions, along with input from other experts, to draft the 2024 report. The report measures laws and policies affecting women's economic opportunities across 190 economies. The firm's contributions helped assess global laws and policies impacting women's economic opportunities.

The Women, Business and the Law Report is crucial for lower-middle-income economies aiming to boost growth. It allows economies to compare their laws with those promoting gender equality. The data is valuable for research and policy discussions on improving women's economic opportunities.

## Transparency International (Middle East)

Last year we assisted Transparency International (TI), the world's largest coalition against corruption, with two multi-jurisdictional research projects in the Middle East, including Dubai, Qatar, UAE, KSA, and Oman.

Our work involved researching the regulations around former US government officials lobbying on behalf of foreign governments, political parties, and foreign-owned companies. This research helped identify equivalent regulations in other jurisdictions and inform policy advocacy work on this issue within the US.

We also assisted TI with research on money laundering legislation related to real estate transactions. The US government was looking to introduce a new law related to this issue, and TI wanted to provide a well-informed comment on the proposed legislation.

## Building capacity in East Africa

Since 2014, **New Perimeter**, the firm's nonprofit affiliate focused on global pro bono, has teamed with the East African Development Bank (EADB) and our local firms in the region to deliver a series of regional workshops for government lawyers from Kenya, Tanzania, Rwanda, and Uganda.

The five-day intensive workshops are designed to build the capacity of public sector lawyers involved in negotiating transactions and drafting agreements for extractive and other industries. The objective is to assist countries in the region to structure transactions and related policy in a manner beneficial to the host country. To date, New Perimeter has delivered 13 separate trainings to over 400 public sector lawyers and judges. New Perimeter has sent more than 50 DLA Piper lawyers from over a dozen countries to deliver the trainings.

EADB has an overriding objective of strengthening socio-economic development in East Africa by providing development finance, support, and advisory services. Established in 2005, New Perimeter, advances justice and strengthens institutions to support a fairer, more sustainable, and prosperous world. New Perimeter addresses critical issues such as women's advancement, access to justice and climate protection, continually making a significant impact on global communities.

Our Head Start programme in Kenya also aims to strengthen the socio-economic landscape – by providing aspiring lawyers with access to academic and professional skills-development opportunities through our annual Head Start Academy. For further information, please see our **Societal Impact Deep Dive**.





## Public sector lawyers training collaboration (Kenya)

DLA Piper's nonprofit affiliate, New Perimeter partnered with The Eastern and Southern African Trade and Development Bank Group (TDB Group) to organize a workshop on "Negotiation and Drafting of International Business Transactions" for public sector lawyers across its Member States in Kenya.

Over five days, the training delved into the processes and strategies of international business transactions using simulations. It focused on negotiating complex and inter-related agreements typically encountered in transactions between African countries and multi-national corporations related to natural resources. Topics covered included joint venture agreements, supply agreements, and technology license agreements, as well as the business and financial aspects of such agreements.

*"We are very pleased to collaborate with organizations such as New Perimeter to deliver premium training and coaching to meet the needs of public sector lawyers from our Member States, so that together we can continue working to advance sustainable development in our region."*

**David Bamlango**

TDB Group Vice President, Deputy MD and General Counsel

## Broadening our impact measurement in Africa (South Africa, Zambia, Kenya, and Nigeria)

To explore different approaches to measure social impact, we commissioned research from **Oxford Economics Africa** which was finalised in 2023.

This focused on four countries in Africa, in which we have a presence, either through a fully integrated office, or through an independent office as part of DLA Piper Africa.<sup>10</sup>

The four offices included in the research were:

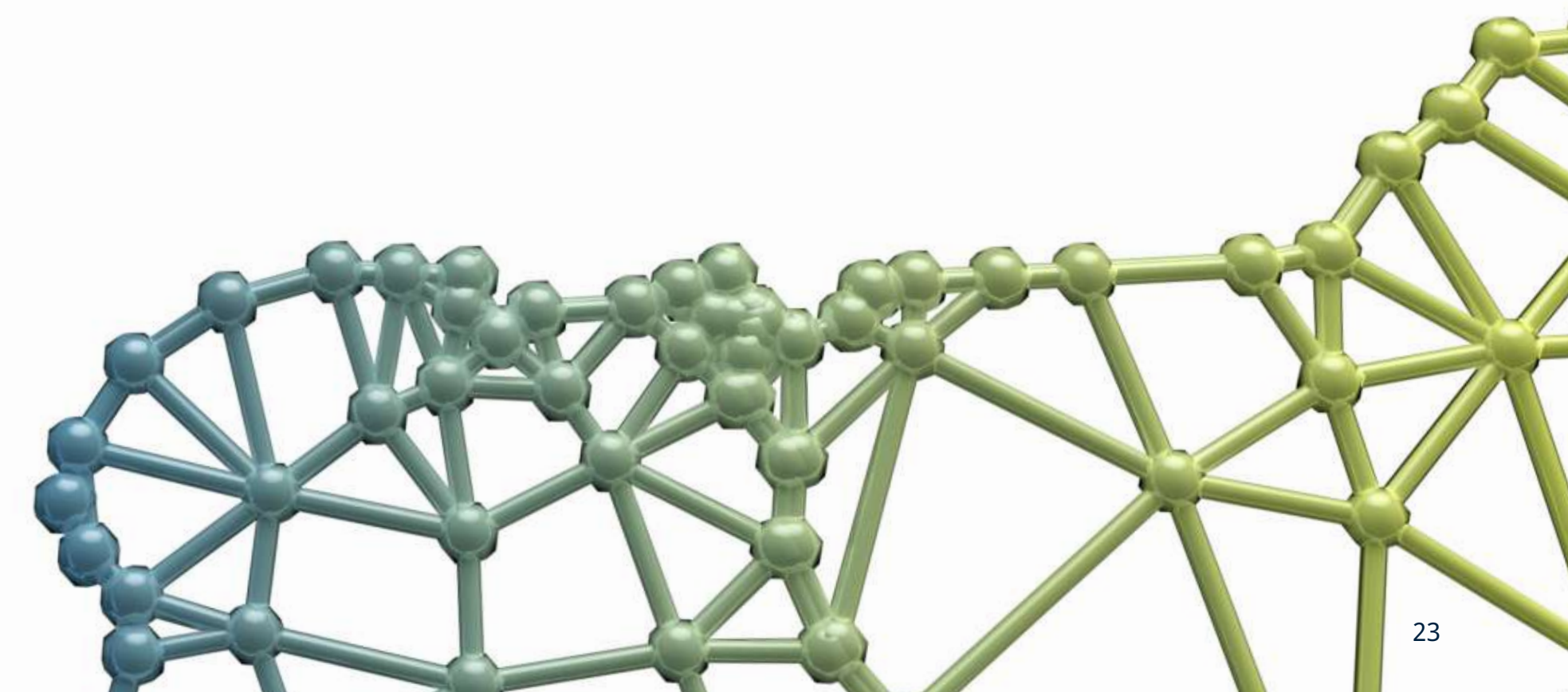
- DLA Piper, South Africa
- DLA Piper Africa, Zambia (Chibesakunda & Co)
- DLA Piper Africa, Kenya (IKM Advocates)
- DLA Piper Africa, Nigeria (Olajide Oyewole LLP)

The research explored the transfer of skills, salaries compared to the national averages, workforce representation of women and youth (aged 25-30) compared to the national averages, and the spend of our supply chain.

This exercise has prompted us to consider new ways to broaden our social impact measurement. We will use some of these measurements to develop a broader framework and track spend to low and middle-income countries through our supply chain.

Further information about the research can be found in our **Societal Impact Deep Dive** report.

<sup>10</sup> A Swiss Verein whose members are comprised of independent law firms in Africa working with DLA Piper.





Our environment

Middle East and Africa offices environmental performance in FY24

- 2,131 kg CO<sub>2</sub>e on average per person in the Middle East and Africa from energy use<sup>11</sup>, equivalent to 172,284 smart phones charged.<sup>12</sup>
- 688,014 kg CO<sub>2</sub>e emitted from business travel in the Middle East and Africa – equivalent to 92 homes’ energy use for the year.

Our Middle East and Africa offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

Using less energy per person

Our Middle East and Africa offices combined have reduced their absolute emissions associated with office energy use by 4% FY20 and FY24, although increased by 43% between FY23 and FY24. See the graph below for a country-level breakdown of energy use-related emissions per person in our Middle East and Africa offices.

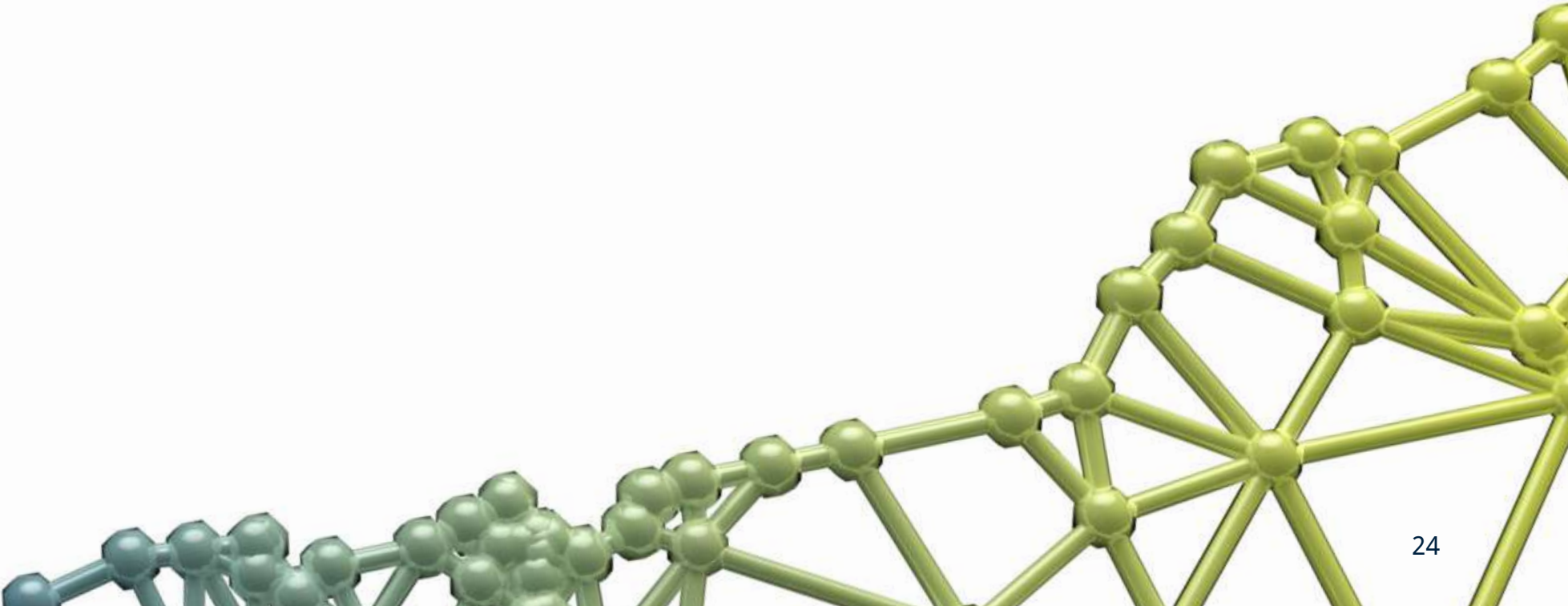
Middle East and Africa scope 1 and 2<sup>13</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
Morocco	1,496	1,331	1,910	0	1,506
South Africa	2,147	2,024	1,457	2,151	1,293
Bahrain	3,351	2,897	3,080	3,018	4,154
Qatar	3,057	1,022	800	1,865	3,367
United Arab Emirates	1,069	914	476	401	333

<sup>11</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

<sup>12</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator | US EPA](#).

<sup>13</sup> This data covers scope 2 market-based emissions.







Our environment

Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in the Middle East and Africa, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in the Middle East and Africa were 61% lower than in FY20, and we’ve achieved a decrease of 19% between FY23 to FY24.

See graph below for our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive 2024](#).

Business travel emissions in the Middle East and Africa

(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
Morocco	115,647	0	0	57,126	47,972
South Africa	612,850	0	19,185	177,428	149,585
Bahrain	1,724	838	245	1,167	6,660
Qatar	8,261	7,367	14,102	29,729	4,059
United Arab Emirates	1,025,229	1,677	156,298	579,162	479,738

Middle East and Africa contacts

If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in Middle East and Africa, please get in touch.

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**Beatrice Nyabira**  
**Partner**, DLA Piper Africa  
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[beatrice.nyabira@ikm.dlapiperafrica.com](mailto:beatrice.nyabira@ikm.dlapiperafrica.com)



# DLA Piper in New Zealand

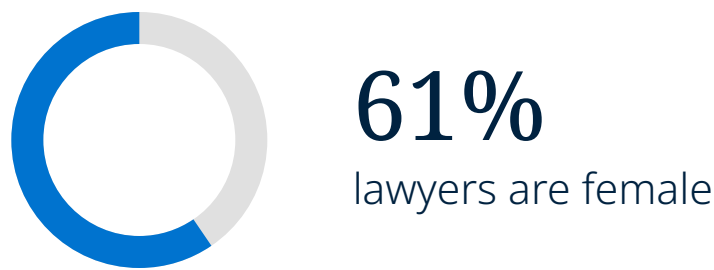
## Our offices in New Zealand

📍 2 DLA Piper offices in New Zealand

👥 117 employees and partners are based in our New Zealand office

## Our people

### Our people in our New Zealand offices in FY24



👤 6 trainee lawyers are female

## Head Start

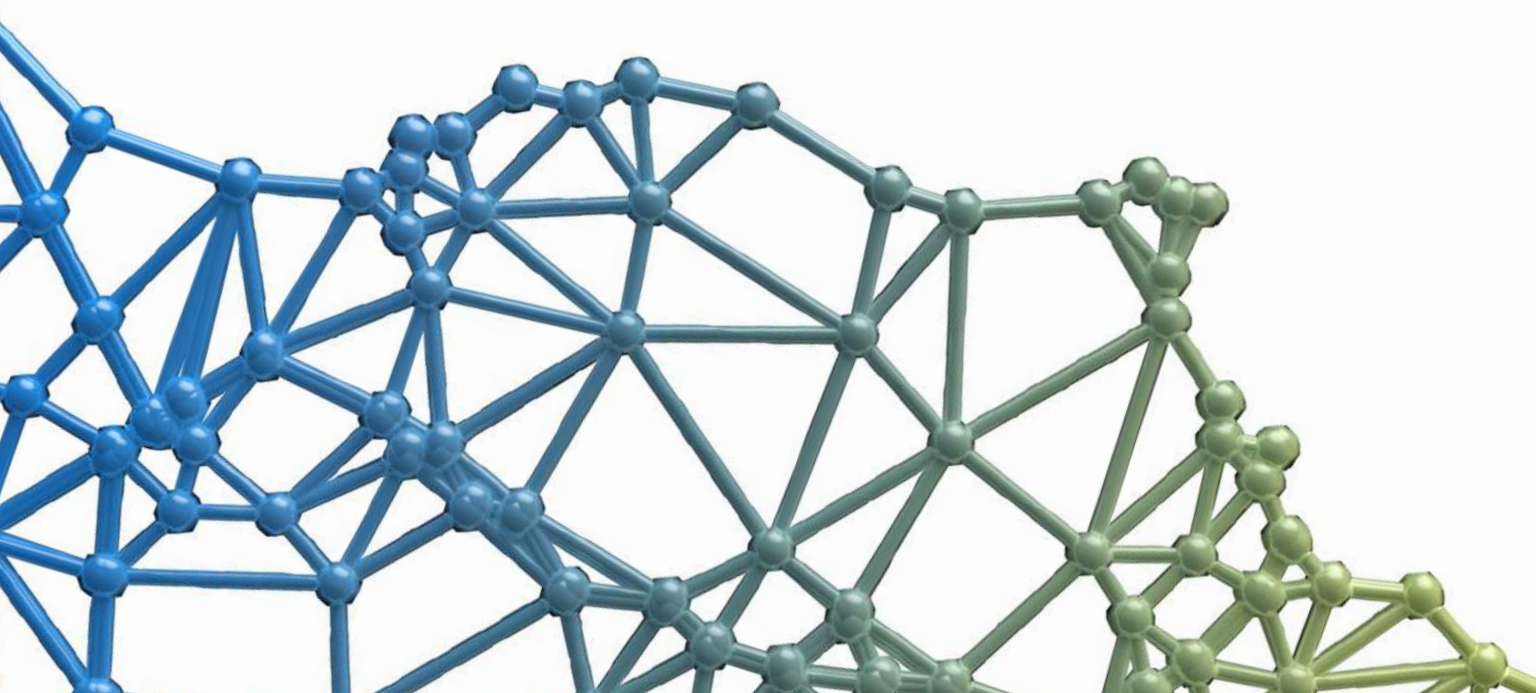
Our Head Start programme, in partnership with The King’s Trust Aotearoa New Zealand, continues to support talented young people facing barriers to entering the legal profession. This year, we continued to support three Pasifika female students through their law school journeys.

*“Being one of the inaugural students of the Head Start programme, I have been exposed to such great opportunities that have not only helped my Law school journey but also expanded my experience of the law industry. I am so blessed to be able to study with the comfort of the support DLA Piper has and continues to show me in my academic journey.”*

Jane Fasavalu  
Head Start Intern

*“The Head Start programme has provided me not only with an excellent mentoring programme, work experience, and financial support, but also the exposure to connect with those who have already established wonderful careers within the law industry. This programme has blessed me with the opportunity to be able to achieve my dreams.”*

Nancy Vuni  
Head Start Intern





## Our people

### Values-driven recruitment with Futureful

We became one of the first organisations to adopt Futureful, a recruitment platform that enables purpose-driven businesses to make values-based hires. Recognising that today's job seekers care about more than 'just a job', Futureful helps people find jobs in sustainably minded organisations like DLA Piper.

### Raising our voice on modern slavery

In our Auckland office, we hosted a panel discussion on modern slavery with our Partner, Natalie Caton (Brisbane), and experts from Walk Free, Fair Supply and Westpac. The discussion highlighted the critical issue of modern slavery, its impact on businesses, and the measures companies can take to combat it. Additionally, Laura Scampion met with modern slavery activist Grace Forrest, Founder of Walk Free, during her visit to New Zealand. Grace's engagement with business leaders aimed to reinvigorate the country's stalled modern slavery legislation, emphasizing the urgent need for legislative action and corporate responsibility in eradicating modern slavery, which was covered in the local media.

## Our role in society

### Our New Zealand offices investing in society



Average of

45

hours of pro bono worked by our colleagues in New Zealand

3,311.5

hours of pro bono completed by our lawyers in New Zealand



100%

DLA Piper lawyers in New Zealand engaged in pro bono work



57

pro bono matters opened in New Zealand

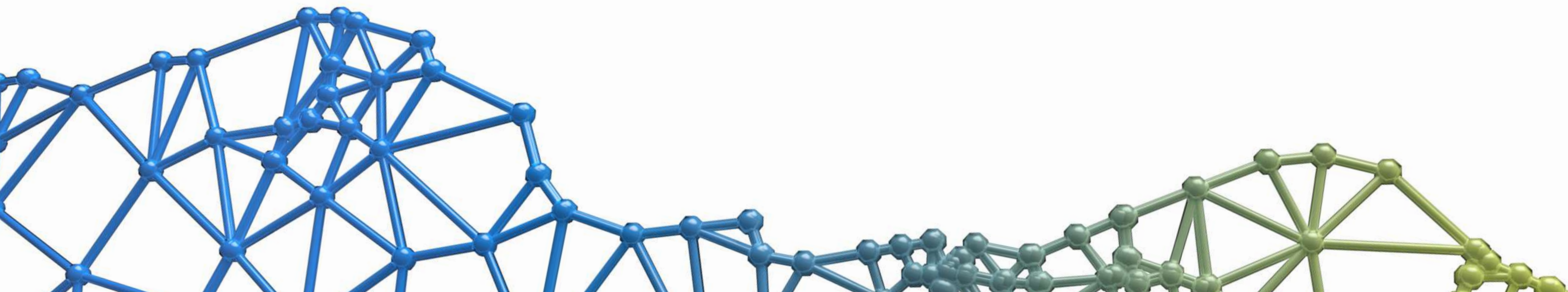
### Call to arms for a New Zealand Pro Bono Framework

A major focus of the firm this year has been uniting leading local law firms to enhance access to justice across New Zealand. Our Country Managing Partner, Laura Scampion, authored a call to arms published in media outlet **BusinessDesk**, inviting leaders and law firm representatives to discuss a bipartisan, profession-led approach to pro bono legal work. The overwhelming response highlighted the urgent need for united action.

In collaboration with Te Ara Ture, the national pro bono clearinghouse, DLA Piper hosted a Pro Bono Open Forum in August 2023. This initiative led to the formation of a group of leading local law firms working to develop a New Zealand Pro Bono Framework, which is nearing completion. The Framework for Collaborative Pro Bono in Aotearoa. This first-of-its-kind national network, launched in November 2024, aims to enhance access to justice for all New Zealanders by fostering collaboration and supporting pro bono culture across the country.

### Legal empowerment for refugees and asylum seekers

Lawyers from DLA Piper and Precinct Properties provided legal empowerment sessions to refugees and asylum seekers from around the world in collaboration with the New Zealand Red Cross. The sessions covered tenancy rights and New Zealand's government and legal system with the aim to equip attendees with knowledge of their rights and enable them to better advocate for themselves and their communities. The attendees had come to New Zealand from all over the world, including Pakistan, Afghanistan, India, Sri Lanka, Colombia, Egypt, Saudi Arabia, Malaysia, Myanmar, Belarus, China, and Cameroon.





Our role in society

Family reunification

DLA Piper has continued to support the Refugee and Immigration Legal Advice Service (RILAS) with family reunification applications. We are currently providing long-term support to 11 former refugees with applications to reunite with their family members. Our lawyers recently obtained a successful outcome for a client whose family members arrived in New Zealand after previously living in a refugee camp. Family reunification applications can take years to be assessed, and we had been assisting the client for seven years throughout their application process, so it was a fantastic result for everyone involved.

Pacific Islands Practical Legal Skills Programme

Lawyers from our Auckland and Wellington offices, in collaboration with lawyers from our Australian offices, Westpac NZ, and Air New Zealand, travelled to Fiji and Vanuatu to teach DLA Piper’s Practical Legal Skills Programme to law students at the University of the South Pacific. The course is designed to empower the next generation of lawyers with strong legal skills to establish and further pro bono practices in their home countries. It aims to improve both legal and soft skills and prepare law students for the working world. DLA Piper has partnered with the University of the South Pacific to deliver this course since 2017.

<sup>14</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

<sup>15</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator](#) | [US EPA](#).

Engagement with the Sustainable Business Council

We are a member of the Sustainable Business Council (SBC), sit on the SBC Advisory Board, and regularly contribute to events and initiatives to drive sustainability efforts forward such as:

- The Climate Change and Business Conference
- The launch of the **Better Futures 2023 Report**, developed with Kantar
- Educative trends
- ESG roundtable events with clients facing hard-to-abate emissions challenges

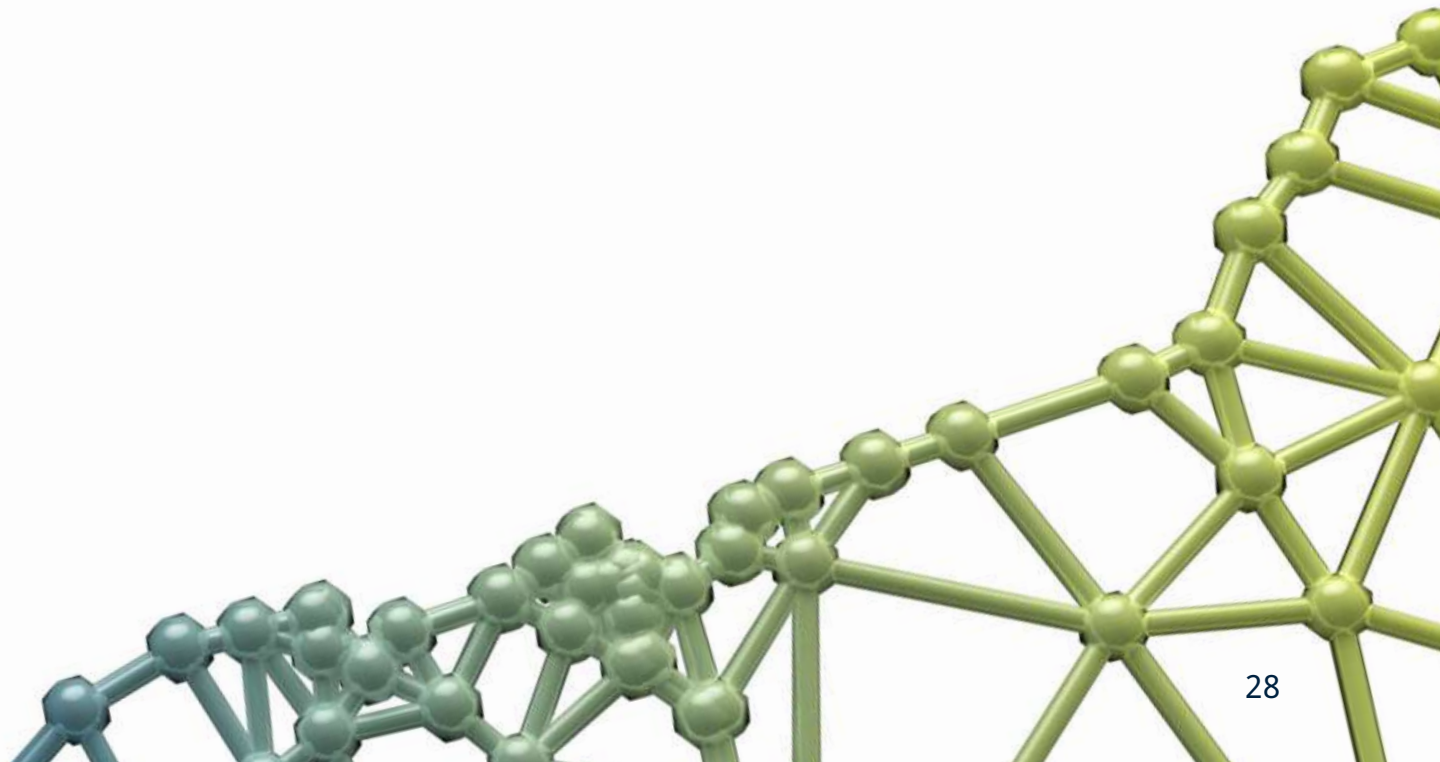
The work of the SBC has been pivotal in providing a platform for businesses to unite and drive impactful environmental and societal change, reinforcing our shared goal of creating a resilient and thriving community.

Our environment

New Zealand offices environmental performance in FY24

- 236 kg CO<sub>2</sub>e on average per person in New Zealand from energy use<sup>14</sup>, equivalent to 19,080 smart phones charged.<sup>15</sup>
- 252,004 kg CO<sub>2</sub>e emitted from business travel in New Zealand – equivalent to 34 homes’ energy use for the year.

Our New Zealand offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.





## Our environment

### Using less energy per person

Our New Zealand offices combined have reduced their absolute emissions associated with office energy use by 45% since FY20, although increased by 34% between FY23 and FY24. See the graph below for a country-level breakdown of energy use-related emissions per person in our New Zealand offices.

#### New Zealand scope 1 and 2<sup>16</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
New Zealand	431	303	238	177	236

### Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in New Zealand, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in New Zealand were 64% lower than in FY20. Although they increased by 71% between FY23 and FY24.

See graph below for our business travel emissions trends.

#### Business travel emissions in New Zealand

(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
New Zealand	701,896	256	39,543	147,393	252,004

## New Zealand contacts

If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in New Zealand, please get in touch.

**Daniel Street**  
**Partner**, Litigation & Regulatory  
New Zealand


[daniel.street@nz.dlapiper.com](mailto:daniel.street@nz.dlapiper.com)

<sup>16</sup> This data covers scope 2 market-based emissions.



# DLA Piper in the Nordics

## Our offices in the Nordics

 **5** DLA Piper offices across the Nordics

 **781** employees and partners are based in our Nordic offices

## Our people

### Our people in our Nordic offices in FY24



## Inclusion activities to engage our people (Sweden)

In Sweden, our local inclusion committee is actively engaged in promoting a more inclusive workplace. We also host internal seminars and collaborate with organizations such as Nolla Utanförskapet, Fryshuset, and others to empower and mentor youth from diverse backgrounds.

## Equal opportunities project (Denmark)

In Denmark, we carried out an internal survey on gender inclusion among all our lawyers in the spring of 2021. The survey, which is to be carried out bi-annually, aimed to better understand the experiences and opportunities of male and female lawyers on pay, promotion, the taking of leave, work-life balance, and whether views are dealt with appropriately. The survey included questions about career, development, retention, and flexibility.

## Cross-border secondment programme

We offer a smooth cross-border working environment to our people. The Nordic Secondment Week is a unique opportunity for our people to get to know their Nordic colleagues, another office culture and local practice groups. Secondments are offered once a year in September, allowing employees from all business units to visit another Nordic office and work with their Nordic colleagues for a week. Each office hosts three secondees from different locations.

This year's Nordic Secondment Week took place on 19-22 September, and 19 employees travelled across the Nordics to gain new insights and experiences in our other office locations.



*“To me, embodying the values of DLA Piper means embracing the multifaceted role of a global lawyer. The Nordic Secondment Week has been an enriching opportunity that gave me profound insights into what it truly means to be an international lawyer.*

*It has instilled a lasting global connectedness, bridging the geographical distance between our colleagues across the Nordic offices and reaffirming our collective strength as international lawyers.”*

Layal Sarhan

Assistant Attorney from Denmark,  
visited her Swedish colleagues in Stockholm

*“Sustainability starts from within. Only by taking responsibility for a sustainable future, is how we can truly contribute to making business and our global community better.”*

Hugo-A. B. Munthe-Kaas

Partner, DLA Piper Norway

Our role in society

Our Nordic offices investing in society



4,700

hours of pro bono completed by our lawyers in the Nordics



130

pro bono matters opened in the Nordics



88

pro bono clients served across the Nordics

The Boards Impact Forum

The Boards Impact Forum is the Nordic chapter of the Climate Governance Initiative, in collaboration with World Economic Forum. The purpose is to engage board directors in Nordics and internationally, to accelerate climate actions and innovation for sustainable business and a sustainable world. DLA Piper has supported the organization with legal advice when it comes to the setup of the organization and directions on development.

Ukraine House partnership (Denmark)

DLA Piper advises Ukraine House in Denmark, an association established to promote Ukrainian culture in Denmark in 2023. Among other things, we have assisted in relation to lease agreements, collaboration agreements, employment advice, and association bylaws. The project is supported, among others, by the Ministry of Culture.

The Norwegian Childhood Cancer Society and TV-aksjonen (Norway)

The Norwegian Childhood Cancer Society (Barnekreftforeningen) is a nationwide voluntary organisation based in Oslo, Norway. Its mission is to ensure that no child dies from cancer while providing comprehensive support to affected families.

Since 2018, DLA Piper has been a dedicated partner, providing ongoing legal advice and supporting the organisation in various capacities. Beyond legal assistance, we actively engage our employees in annual fundraising events, helping to raise awareness and critical funds for the cause.

Our commitment extends to TV-aksjonen, the world’s largest annual charity fundraiser, measured by the number of volunteers and the amount of money collected per capita. In 2024, TV-aksjonen raised an impressive 415 million NOK for the Norwegian Childhood Cancer Society, funding the development of family houses near university hospitals across Norway. These homes will provide a vital refuge for seriously ill children and their families during treatment.

DLA Piper has played an important role in projects related to the family houses and continues to be a proud and committed partner of both the Norwegian Childhood Cancer Society and TV-aksjonen, working to create lasting positive impact.

Data protection with Joannahuset (Denmark)

Joannahuset is the first refugee center in Denmark offering sanctuary to vulnerable children and young people. Even though the cause is highly worthy, the activities must, of course, be carried out within the existing regulatory framework. DLA Piper assists Joannahuset in ensuring that they comply with particular data protection rules. We also provide assistance in proceedings before the Danish Data Protection Agency if anyone claims that they are in breach of the rules.



## Our environment

### Nordic offices environmental performance in FY24

- 64 kg CO<sub>2</sub>e on average per person in the Nordics from energy use<sup>17</sup>, equivalent to 5,174 smart phones charged.<sup>18</sup>
- 194,468 kg CO<sub>2</sub>e emitted from business travel in the Nordics – equivalent to 26 homes’ energy use for the year.

Our Nordics offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

### Using less energy per person

Our Nordics offices combined have reduced their absolute emissions associated with office energy use by 89% since FY20. However, between FY23 and FY24, an increase of 770% in reported emissions was observed. This anomaly is not believed to reflect actual emissions increases, but is attributed to discrepancies in data reporting, which have since been rectified to ensure more accurate reporting moving forward.

### Nordics scope 1 and 2<sup>19</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
Denmark	738	598	1	86	417
Finland	771	769	585	14	861
Norway	748	825	293	18 <sup>20</sup>	9
Sweden	5	5	15.7 <sup>21</sup>	13 <sup>22</sup>	8 <sup>23</sup>

<sup>17</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

### Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in the Nordics, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in the Nordics were 94% lower than in FY20. Although they increased by 49% between FY23 and FY24.

See graph below for our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive 2024](#).

### Business travel emissions in the Nordics

(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
Denmark	1,860,981	47,661	57,262	67,905	61,966
Finland	325,893	94	31,827	41,587	42,115
Norway	33,005	0	41,203	40,867	169,012 <sup>24</sup>
Sweden	935,631	0	0	21,080	90,333

<sup>18</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator](#) | US EPA.

<sup>19</sup> This data covers scope 2 market-based emissions.

<sup>20-23</sup> The data refers to location-based emissions.

<sup>24</sup> This increase reflects access to improved estimate data.

## Nordic contacts

If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in Nordics, please get in touch.

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# DLA Piper in the UK and Ireland

## Our offices in the UK and Ireland

 **7** DLA Piper offices in the UK | **1** office in Ireland

 **2,447** employees and partners in our UK offices

 **131** employees and partners in our Ireland office

**36%** of our employees and partners are based in the UK and Ireland

## Our people

### Our people in our UK and Ireland offices in FY24



## Horizons: a new network for social mobility (UK)

The UK is shifting its attitude towards social mobility to encourage people to fulfil their potential. In our firm, we launched Horizons, a safe space for colleagues from less-advantaged backgrounds to feel supported and empowered to make their voice heard. The network acts as a strategic sounding board for the firm's social mobility agenda, challenge the barriers that exist and amplify stories of success, so people are confident to be their authentic selves in the workplace. From attraction, recruitment, and through to retention we want to ensure diverse talent from all walks of life will thrive at DLA Piper.

- 12th – In 2022 we were ranked 12th out of 75 organisations in the UK's Social Mobility Employer Index, run by the Social Mobility Foundation. In 2021 we ranked 17th.
- 115th – DLA Piper UK ranked 115th in the UK Workplace Equality Index 2022, which assesses an organisation's actions and progress on LGBT+ equality across 8 areas.

## Gender and ethnicity pay gap update (UK)

In the UK we've decreased our employee gender pay gap since last year. Both median and mean employee gender pay gaps have improved compared to 2022. We saw more women move into higher-paid roles, reducing the gender pay gap. This reduction is also influenced by our commitment to inclusion and culture, including the programmes designed to remove barriers and invest in and support female talent. For more information on our gender pay gap reporting please see [here](#).

## Careers Week: helping colleagues achieve their goals

We had the first-ever Career Week which was held during the last week of November 2023, and included 19 development events offered to all employees, self-employed lawyers and partners. A campaign promoting Career Week was launched with the aim of encouraging all colleagues to actively manage their careers. Career Week included virtual and in-person events across different time zones to encourage and help colleagues achieve their career goals.

Communications included a dedicated page on our intranet with the calendar of learning events and easy event registration. We had 1,636 registrations and 76% of colleagues attended the events they signed-up for. Of those attendees who gave us feedback, 90% said the content was relevant to their development, and 78% felt they gained a better understanding of how to access development resources and opportunities across the firm.





*“Engaging with intersectionality to better understand all of our people and their identities, across cross-cutting topics and themes, presents us with an opportunity to deepen our understanding of inclusion. I hope it will help us better understand and bring out the best in ourselves and each other, alongside better understand our clients and wider society, to help drive meaningful change we all want to see.”*

**Prag Sivaguru**  
Mosaic Network Member and Senior Associate, London

Our people

Espresso Yourself with the Mosaic Network (UK)

Mosaic UK is our people network committed to celebrating differences and increasing education of cultural backgrounds, race, ethnicity and faith to aid the improvement of representation and progression at the firm.

As part of Mosaic’s ongoing goal of strengthening and building out the Mosaic community, in 2023 we launched the “Espresso Yourself!” initiative. It features a monthly drop-in session for colleagues to have a chance to meet and get to know the regional office leads and fellow members of Mosaic, and to expand their internal networking and social circles in an informal and relaxed environment.

Flexible bank holidays scheme (UK)

On 1 March 2024, we launched a new scheme to make holiday time more flexible and inclusive for our UK colleagues. From that date, UK employees and Partners can exchange Good Friday, Easter Monday, Christmas Day, and Boxing Day as bank holidays for time off at an alternative date that is better suited to them. For example, colleagues can use the time to celebrate an alternative religious holiday, such as Diwali, Eid, and Chanukah. This approach is part of our strategy for creating an inclusive culture that enables all our colleagues to thrive.

Our role in society

Our UK and Ireland offices investing in society in FY24



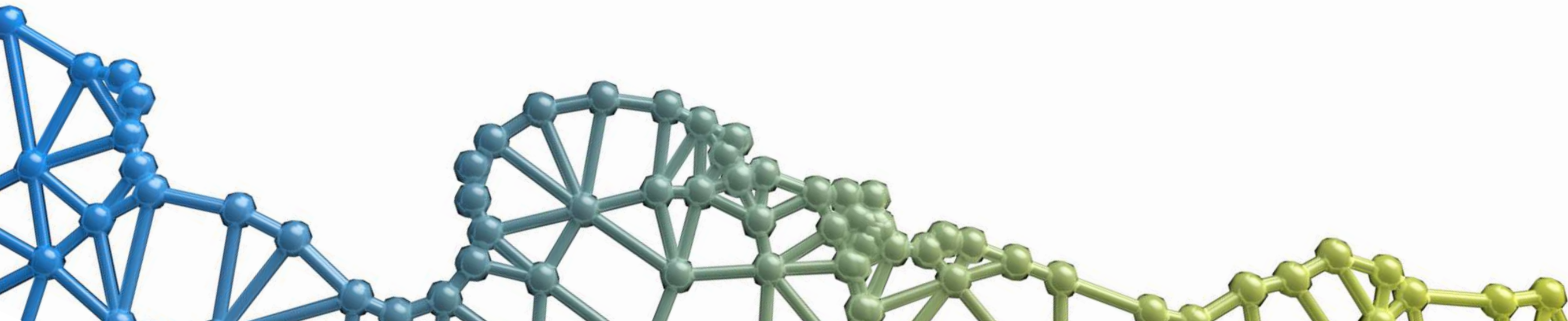
Ukrainian Business Bootcamp (Ireland)

In October 2024, DLA Piper partnered with United for Changes for the second time to organise new edition of the Ukrainian Business Bootcamp (UBB) – a two-day, offline training event for displaced Ukrainians on starting businesses in Ireland. It included workshops from leading professionals, mentorship, funding opportunities, pitching competition, and post-bootcamp online support.

A total of 35 displaced Ukrainians from different parts of Ireland attended the event. Some of them had entrepreneurial experience in Ukraine and lost their businesses due to the war. Those without business experience were at the idea stage of their projects. Both categories of participants considered participation in the event and entrepreneurship as a way of integrating into Irish society.

DLA Piper lawyers delivered training and mentorship sessions and also provided pro bono legal advice for five winners of the UBB’s pitch competition.

DLA Piper has also supported the first edition of the UBB in Ireland back in November 2023. As the result of two UBB’s over 60+ displaced entrepreneurs benefited from the programme, and 20+ refugee-led businesses launched in Ireland.





## Seminar series to support displaced Ukrainians (Ireland)

DLA Piper Ireland has been recognised with a PILnet Local Impact Award for our work supporting displaced Ukrainians in Ireland with seminars on housing aid, employment, and other integrational topics. This project has been carried out in collaboration with the Irish Red Cross, Irish Women Lawyers Association, PILA, The Bar of Ireland, The Law Society of Ireland, the Ukraine Ireland Legal Alliance, and other members of Irish legal community.

## Digital Service Act and Data Protection advice to UNHCR the Digital Services Act

Cross-practice team of lawyers at our Dublin office has been advising UNHCR in the implementation of the Digital Service Act and providing data protection advice.

## Rainbow Migration LGBTQI+ asylum clinic (UK)

In mid-2023, we partnered with **Rainbow Migration** to assist LGBTQI+ asylum seekers claim asylum in the UK. LGBTQI+ asylum seekers suffer a number of intersecting and compounding forms of persecution and discrimination, not only in their countries of origin, but also in countries of transit and throughout the asylum determination process. We take on asylum seekers as clients and, with the support of Rainbow Migration, act on their asylum application.

DLA Piper volunteers receive training on the asylum system and specific vulnerabilities faced by LGBTQI+ asylum seekers. In addition, lawyers from Rainbow Migration are available to help volunteers with any queries.

In the last financial year, 28 lawyers worked on two successful asylum applications, three ongoing cases at application stage and have represented one client through the application and appeals process.

## Tent Mentoring Programme (UK and Europe)

In the UK, alongside some of our European offices, we engaged in the Tent Mentoring Programme to support refugee women facing unique challenges accessing employment opportunities. For further information, please see page 38.

## Domestic Abuse Response Alliance (DARA) (UK)

In 2022, we joined forces with other leading law firms as part of the Domestic Abuse Response Alliance (DARA) pro bono clinic. DARA provides end-to-end representation and advocacy support to survivors of domestic abuse who are ineligible for legal aid but cannot afford to pay for private representation. The multi-firm advocacy alliance is the largest pro bono project supporting domestic abuse survivors ever assembled in this jurisdiction.

In June 2023 DARA won an award for Pro Bono Initiative of the Year at The Lawyer Awards 2023 and October 2023 DARA received the PILnet Local Impact Award for the best, innovative pro bono legal project with an impact felt at the local or national level. Since joining DARA in October 2022, DLA have taken on 21 client cases, with 46 lawyers involved.

*“I have only praise for all the legal team at DLA Piper involved in my case. They were consistently in touch with updates, reassurance and progress throughout the time they took on my case. Professional, highly skilled and efficient. I cannot recommend or thank them enough for all the work they have done for me.”*

Quote from our clients

*“My lawyers were nothing short of amazing. They were polite, professional, detailed in their explanations and very proactive with my case. They talked me through the whole process from start to finish and answered any questions I had thoroughly. They represented me in court very well and I felt safe with them being my lawyers.”*

Quote from our clients





Our environment

UK and Ireland offices environmental performance in FY24

- 315 kg CO<sub>2</sub>e on average per person in the UK and Ireland from energy use<sup>25</sup>, equivalent to 25,467 smart phones charged.<sup>26</sup>
- 5,065,136 kg CO<sub>2</sub>e emitted from business travel in the UK and Ireland – equivalent to 680 homes’ energy use for the year.

Our UK and Ireland offices are working towards the firm’s target to halve carbon emissions by 2030 (from a 2019 baseline), and to achieve net zero emissions by 2040.

Using less energy per person

Our UK and Ireland offices combined have reduced their absolute emissions associated with office energy use by 30% between FY20 and FY24, and by 13% between FY23 and FY24. See the graph below for a country-level breakdown of energy use-related emissions per person in our UK and Ireland offices.

UK and Ireland scope 1 and 2<sup>27</sup> emissions per person

(kg CO <sub>2</sub> e / employee)	FY20	FY21	FY22	FY23	FY24
Ireland	1,580	100	1,820	1,232	1,091
United Kingdom	428	465	410	374	304

Reducing business travel emissions

One of the firm’s biggest operational climate impacts is carbon emissions from business travel. Although necessary for our international client-focused business, we’re working on travelling more efficiently and only when necessary.

Since 2019 we’ve had a big drop in travel-related emissions due to COVID-19. However, in FY22 and FY23 our business travel-related across the firm, and in the UK and Ireland, have been rising back towards pre-pandemic levels. We’re working to ensure they don’t surpass pre-COVID-19 levels and instead begin to drop again.

In FY24 our travel-related emissions in the UK and Ireland were 12% lower than in FY20, but 37% increased between FY23 and FY24.

See graph below for our business travel emissions trends. Over the coming years we are focusing on reducing these emissions permanently in line with our net zero target. Read more about our plans for this in our [Net Zero Deep Dive 2024](#).

Business travel emissions in the UK and Ireland

(kg CO <sub>2</sub> e)	FY20	FY21	FY22	FY23	FY24
Ireland	71,925	347	28,504	103,314	48,121
United Kingdom	5,711,152	53,557	885,302	3,586,516	5,017,014

<sup>25</sup> This includes Scope 1 and Scope 2 (market-based) data, divided by the number of colleagues in each country.

<sup>26</sup> Smart phones charged and home energy use equivalents were calculated using the US EPA online Greenhouse Gas Equivalencies Calculator available here: [Greenhouse Gas Equivalencies Calculator | US EPA](#).

<sup>27</sup> This data covers scope 2 market-based emissions.



## Our environment

### Green Car Scheme (UK)

Our green car scheme allows employees to engage with sustainable and low emission travel. Employees can access the next generation of green cars at an affordable monthly amount. There’s no deposit or risk of depreciation. Plus, all cars come with road tax, comprehensive car insurance, MOT, replacement tyres, and servicing included as standard so it’s good for our employees, the firm, and the environment too.

In partnership with Tusker – awarded Company of Year 2022 by Sustainability Today and the Green Apple Environmental Award for Environmental Best Practice in 2023 – we’ve enabled our employees to easily access low emission vehicles and with 94% of cars ordered through our scheme being fully electric as part of their network we’ve contributed to offsetting 337,944 tons of carbon.

Interest in the Scheme continues to grow and we hope to see the number of fully electric cars increase and overtime achieve 100%.

- **60+** participants across our UK offices
- **59** cars delivered to DLA Piper employees

### Carbon Literacy Training

#### UK

In 2022 we rolled out our Carbon Literacy Training programme in the UK. Spread over two days, participating colleagues undertake eight hours of training to learn about the basics of climate science, the firm’s carbon impacts, how to talk to others about climate change, reduction opportunities and potential solutions. As a result of implementing this training, the UK firm has been accredited with Bronze status from the **Carbon Literacy Project** a first for a UK law firm.

- **Over 100** colleagues certified as Carbon Literate
- **230+** climate action pledges made by colleagues across 12 countries
- **10** colleagues trained as Carbon Literacy facilitators
- **54%** of colleagues certified as Carbon Literate are fee earners
- **45%** of colleagues certified as Carbon Literate are business services professionals
- **120** summer interns attended a hybrid Carbon Literacy information session

#### Ireland

The Carbon Literacy Training Programme was rolled out in the Dublin office in October 2024. 25 participants completed 3 hours of preparatory work and attended a 4-hour facilitated training session over a two-day period.

### UK and Ireland contacts

If you’d like to know more about DLA Piper’s sustainability and ESG performance and activities in UK and Ireland, please get in touch.

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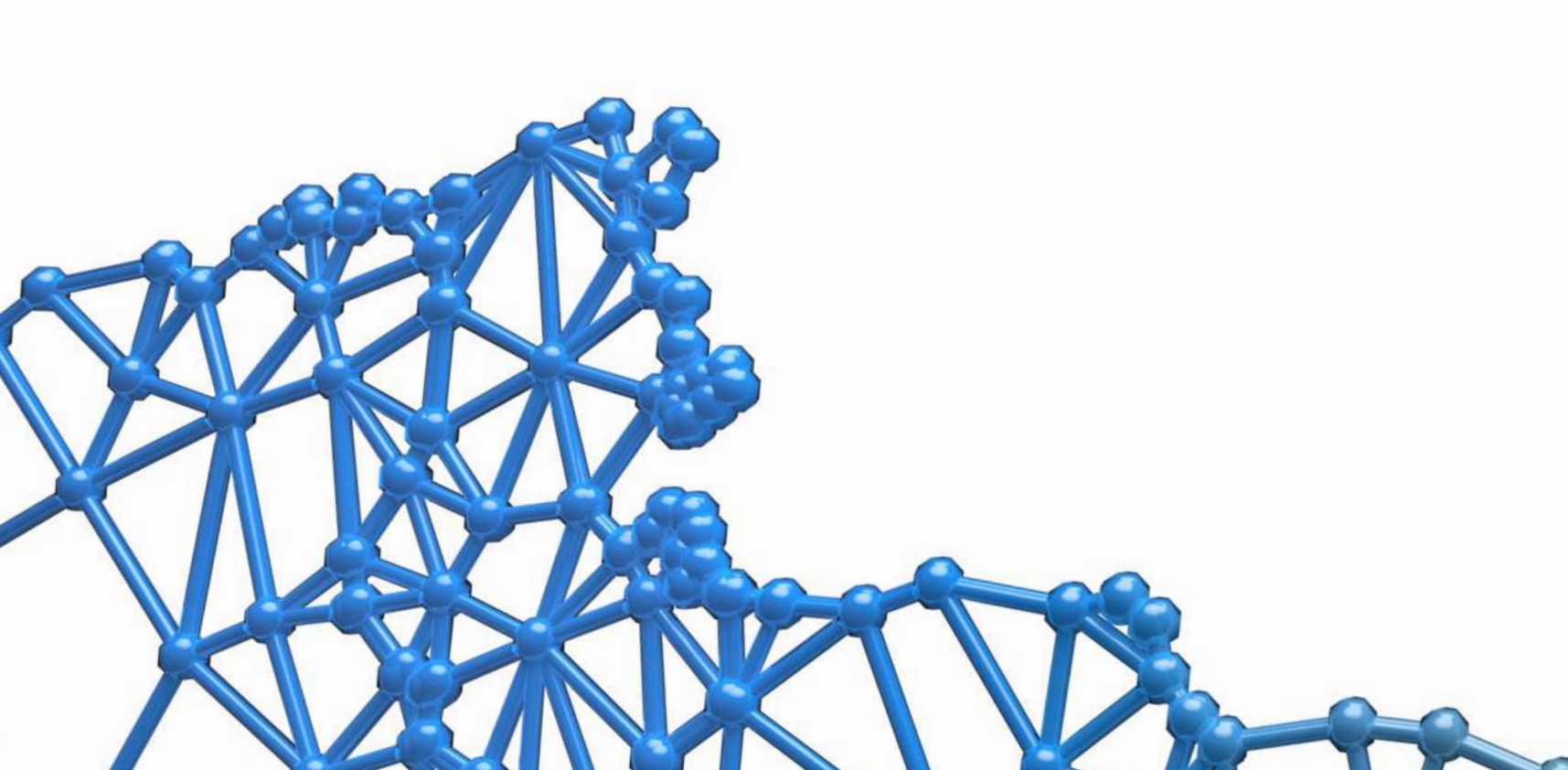
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# Further information

We welcome feedback on our reporting and performance.

Please email [responsiblebusiness@dlapiper.com](mailto:responsiblebusiness@dlapiper.com) with any comments or questions.

This report was developed by the DLA Piper International Responsible Business team, with leadership from our Managing Director, Sustainability, and with input by countless supportive colleagues across the globe.



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