



NORTON ROSE FULBRIGHT

Actions speak louder

Our commitment to our people, our communities
and sustainable practice

2022



Our commitment to corporate responsibility

At Norton Rose Fulbright, we are strong believers in action. As the saying goes, it speaks louder than words. We have a responsibility as corporate citizens to use our skills and knowledge where we can make a difference, whether it is for our clients, or for the wider communities in which we operate to help shape the future in a way that provides economic, environmental and social benefits for all.

Each year, our global charitable initiative draws our people together across the world to focus on a specific area of need, and this year, I am excited to say that fresh from the COP26 conference in Glasgow on climate change, our theme is sustainability.

We aim to work with our strategic charitable partner Save the Children to help transform one of the most ecologically fragile and impoverished areas of Cambodia – improving the socio-economic development and resilience to climate change of vulnerable East Tonle Sap Lake fishing communities. We will support over 40,000 adults and children in 8,000 fishing households in improving access to water, sanitation, hygiene, waste management services and products, green economy principles and education. We will do this with the participation of personnel across all our offices globally.

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

Gerry Pecht
Global Chief Executive Officer
Norton Rose Fulbright





A vibrant, multi-colored sky with a rainbow and a sunset over a landscape. The sky is filled with dramatic, multi-colored clouds in shades of purple, blue, orange, and green. A rainbow is visible in the lower right portion of the sky. The landscape below is a mix of green and brown, suggesting a natural setting. The overall scene is bright and colorful, with a strong sense of light and atmosphere.

Contents

Our global charitable initiative heritage	06
Our 2022 global charitable initiative	09
Our pro bono work	13
Our fundraising and volunteering	23
Our sustainable practice	27

Our global charitable initiative heritage

Over the past 10 years, our global charitable initiatives have drawn our people together across the world to focus on a specific area of need as part of our commitment to corporate responsibility. Each year, one of our regions takes the lead in choosing a theme and managing this effort globally.

2012/13

Sail the World Challenge

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

Beneficiary

Jubilee Sailing Trust

Sponsor region

Europe, Middle East and Asia (EMEA)

2013/14

BP MS 150

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

Beneficiaries

Various MS charities

Sponsor region

US

2015/16

The Great Canadian Canoe Challenge

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

Beneficiary

Special Olympics

Sponsor region

Canada

2016/17

Challenge 67 – Menzi Children's Home

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

Beneficiary

Menzi Children's Home

Sponsor region

South Africa

2018/19

The Global Food Challenge

The Global Food Challenge focused on fighting hunger and reducing food waste in our local communities globally.

We helped at foodbanks, organizing food drives, raising funds for homeless shelters and reducing food waste at home and at work.

Beneficiaries

Food-related charities

Sponsor region

Australia

2020

Building Sustainable Communities

Our Building Sustainable Communities initiative to complete a forest restoration project in Paris in conjunction with ONF (a subsidiary of the French National Forest Office) was sadly derailed by Covid-19, but we continue to support this initiative and are focused on creating an enduring legacy.

Beneficiaries

ONF

Sponsor region

EMEA

2021

Fighting Racism and Championing Social Justice

For our 2021 global charitable initiative we organized a series of fundraising events globally and succeeded in raising US\$300,000 in support of charitable organizations committed to fighting racism and championing social justice. Chief among those events was our Run Against Racism, which took place in September 2021 in Houston, Paris, London, Dubai, Newcastle and Athens, and virtually in other cities where we have offices.

Beneficiaries

Various charitable partners

Sponsor region

United States

2022

Building Sustainable Communities

We are revisiting our Building Sustainable Communities initiative, focusing on the need to support developing countries in three key areas: a global impact project in Cambodia aligned with the COP26 call for action to support developing countries in adapting to the impacts of climate change and building resilience; as well as support for local communities around the world. We will also improve our work to internal sustainable practice.

Beneficiaries

Save the Children

Sponsor region

EMEA



Farmida Bi, Global Chair and Chair, EMEA

Building Sustainable Communities

Our 2022 global charitable initiative

We are inviting everyone in our firm to help transform East Tonle Sap Lake fishing community, Cambodia. East Tonle Sap Lake is one of Cambodia's many inland fisheries, which are essential for livelihoods and food security within the country. Cambodia's geographic location and prevalent poverty mean it is particularly vulnerable to the impact of increased temperatures, drought, and changes in seasonal rainfall patterns.

This, combined with extensive damming for hydropower throughout the Mekong Basin, has reduced freshwater availability, threatening human health and agricultural and fishery production. Nearly half of Cambodia's greenhouse gas emissions are the result of changes in land-use, with deforestation and forest degradation contributing almost all its carbon emissions.

East Tonle Sap Lake is the principal source of livelihood for more than 8000 local fishing households (comprising 40,000 adults and children). In recent years, climate change has reduced the supply of fish in the Lake, which means households can no longer depend solely on fishing to support their families.

Working with the global NGO, Save the Children, we have set a target of raising US\$300,000 to develop new sustainability initiatives for the East Tonle Sap Lake community to safeguard the future of its inhabitants. This includes:

Improved access to clean water, market-based sanitation and solid waste management;

Investment in skills programs to break the intergenerational cycle of poverty and eliminate child labour;

Legal advice to co-create an effective strategy to address bonded and child labor in Cambodia;

A 'green generation' education model for children to lead environmental initiatives, developed in collaboration with World Wide Fund for Nature (WWF);

Empowering young people to engage in environmental advocacy through social media; and

Mentoring for a 'green economy incubator' program to encourage green economy initiatives.

Support for local communities around the world

In addition to the East Tonle Sap Lake project, we will support communities which are also being disproportionately affected by climate change, particularly Indigenous/First Nation communities and will ask all our offices to organize one day in 2022 when employees can go out and support their local communities through a volunteering challenge.

Improving our global internal sustainable practice

We will continue to implement our sustainability agenda as a global firm, including changing our daily behaviours. We will share our best practice and ideas from across the global firm to improve our efficiency and sustainability as a business. In many office we have been working on this for several years already, but we will work globally to find further opportunities to improve.

Proposed program of events

In addition to local events, we will organize a program of central events throughout the year in support of the GCI, which will also be designed to promote connectivity across the firm. We will invite our clients to get involved in a number of these events. Proposed events include:

Photography exhibition showcasing the East Tonle Sap Lake community – to be open to our clients and people in each region

Regular presentations from Save the Children team on the progress of the East Tonle Sap Lake transformation project

Global GCI volunteering day in support of World Environment Day on June 5 (with activities identified and organized by our local offices)

Visit to Angkor Wat, Cambodia for our top GCI volunteers (nominated regionally)

Global speaker series on sustainability for both our clients and our people.

Fighting racism and championing social justice

For our 2021 global charitable initiative, we organized a series of fundraising events globally and succeeded in raising US\$300,000 in support of charitable organizations committed to fighting racism and championing social justice.

Chief among those events was our Run Against Racism, which took place in September 2021 in Houston, Paris, London, Dubai, Newcastle and Athens. Many of our other offices staged runs either before or after this event. Participants, including some of our clients, set fundraising targets and ran either 5 km or 10 km in teams, or as individuals.

We also staged a 'Cooking for a cause' challenge, in which our people filmed themselves cooking their favorite recipes and shared them on our intranet to raise money through sponsorship.

FIGHTING
RACISM
CHAMPIONING
SOCIAL
JUSTICE

GLOBAL CHARITABLE
INITIATIVE 2021



Global CEO Gerry Pecht, 2021 Global Chair Shauna Clark and US Managing Partner Jeff Cody are joined by nine-time Olympic gold medalist Carl Lewis who acted as master of ceremonies for our Houston run.

Fighting racism and championing social justice – partners and beneficiaries

United States

The NAACP Legal Defense and Educational Fund Inc., America's premier legal organization fighting for racial justice.

Anti-Defamation League, a leading anti-hate organization in the US, founded in 1913 in response to an escalating climate of antisemitism and bigotry, to stop the defamation of Jewish people and to secure justice and fair treatment for all.

Tahirih Justice Center, a non-profit that serves women, girls, and other immigrant survivors fleeing gender-based violence.

EMEA

Save the Children, a global charity that works to help all children reach their full potential by making sure they stay safe, healthy and keep learning by addressing issues including poverty, education and health as it relates to children and their rights.

Paris

Le Secours Populaire, helps disadvantaged families and individuals to access basic needs, justice, and housing.

Milan

Opera San Francesco per i Poveri, a charity that supports disadvantaged families and individuals living below the below poverty line, and also operates a major food bank.

London

The South London Refugee Association, an organisation working with refugees, asylum seekers and other migrants in crisis. The charity works to support individuals who are subject to discrimination – many are victims of conflict, persecution, human trafficking and exploitation.

Newcastle

Show Racism the Red Card is the UK's largest anti-racism educational charity. It was established in January 1996, thanks in part to a donation from then Newcastle United goalkeeper Shaka Hislop.

Frankfurt and Hamburg

Die Arche is a home that works with socially disadvantaged children. Many have migrated to Germany and the home works on initiatives against social exclusion and child poverty whilst advocating equal opportunities.

Munich

In SchauSchule Schlau ('schlau' means smart), around 300 young refugees are taught in up to 20 classes so that they leave with qualifications. In addition to lessons, the support for the students includes targeted, intensive individual support that enables the young people to access regular school and training after a short period of time.

Japan

Lighthouse Japan works to combat human trafficking
Social Innovation Japan offers social impact consultancy services to a wide range of purpose-driven organizations
Little Olive Child Foundation donates food boxes to children in disaster-affected areas.

Singapore

Justice without Borders, the only non-profit that supports migrant workers in civil litigation claims across their entire journey, enabling them to seek justice against their abusers after returning home.
Daughters of Tomorrow facilitates livelihood opportunities for underprivileged women and supports them in achieving financial independence, as well as supporting social mobility for their families.

South Africa

Lawyers Against Abuse strengthens the justice system's response to gender based violence by providing legal services and therapy to victims, engaging with state actors and empowering communities.

Scalabrini Centre fosters the cultural, social and economic integration of migrants, refugees and South Africans into local society.

Maharishi Invincibility Institute, a non-profit private college that provides bursaries to deserving young people to further their studies and find employment.

Hong Kong

International Social Service (Hong Kong) is a charity that assists individuals and families with personal or social problems requiring inter-country cooperation. It helps prevent social problems by making recommendations, undertaking research or action and advocating social policies, with the vision of children, individuals, families and migrants across countries living in dignity and harmony as contributing members to a just, humane and caring society. The charity has established a strong reputation for serving migrants (Chinese and non-Chinese), divided families and cross-border families, as well as asylum seekers and refugees.

Fighting racism and championing social justice – partners and beneficiaries

Athens

The HOME Project is a Greek NGO that cares for unaccompanied children whose families and lives are wrecked by war and persecution. It supports them to grow into active citizens by running shelters for the children and providing food, clothing and medical care, as well as social, legal and psychological support.

Luxembourg

Caritas Luxembourg is a charity focused on social inclusion in Luxembourg and around the world. It works to promote the wellbeing of men and women, particularly those who are excluded, helpless or deprived, regardless of their origin, age, nationality, or their philosophical or religious views.

Brussels

Belgian Red Cross works to prevent medico-psycho-social crises and helps resolve them through education and training and on-the-ground support. It works to combat isolation and marginalization by strengthening social ties between people and encourage tolerance, while respecting the cultural diversity of society.

Canada

DESTA – Montréal-based charity focused on the education, employability, and entrepreneurship of Black youth

Youth Empowering Parents – Ontario-based organization where young people teach skills to adults and seniors. Our firm's donations were directed to the Parents of Black Children program, an initiative of the registered charity which works to eliminate anti-Black racism and the oppression of Black students.

The Indian Residential School Survivor Society – a charity that provides essential services to residential school survivors, their families, and those dealing with intergenerational traumas.

Australia

Sister Kate's Home Kids Aboriginal Corporation is a Stolen Generations organization that delivers a wide range of cultural programs to heal, empower and develop leadership.

Clean Slate without Prejudice supports Indigenous youth in inner Sydney with dedicated one-on-one mentoring and group activities.

Australian Indigenous Education Foundation supports Indigenous students with scholarships to pursue their education.

Aboriginal Housing Victoria ensures access to secure appropriate and affordable housing as a pathway to better lives and stronger communities.

Cathy Freeman Foundation broaden horizons and supports Indigenous students to experience their full potential in school.

Pro bono – our commitment to our communities

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

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

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

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

Australia

We are a proud signatory to the target set by the Australian Pro Bono Legal Centre, which requires law firms to commit to a minimum of **35 pro bono hours** per full-time equivalent lawyer per year.

Canada

We have pledged up to **30 hours of pro bono** service per lawyer per year. We are proud that our lawyers make time to support individuals and not-for-profit organizations across Canada.

EMEA

Across Europe, Middle East and Asia, our lawyers are encouraged to carry out impactful pro bono work, and in the UK we are members of the UK Collaborative Plan for pro bono and are signatories to an aspirational target of **25 hours** of pro bono per lawyer. In addition, all employees are entitled to 14 hours volunteering leave per annum.

South Africa

Fee earners are encouraged to do **24 hours pro bono** work per year to support the poor and vulnerable, as well as the organizations that support such individuals.

US

Pro bono hours are considered in our annual bonus program for associates and some costs associated with this work are paid. Additionally, and as testament to our commitment to pro bono work, we set expectations for pro bono recognition well above the American Bar Association's recommendations.

Legal advice clinics

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

US

In our New York City office, numerous lawyers at every level have volunteered with two different remote legal clinics for small businesses and non-profits impacted by Covid-19. Hundreds of thousands of small business owners, many of whom already operate within very narrow margins, are struggling with questions about how their businesses would survive the pandemic. Not only do these businesses provide much-needed services in communities all over the country, they provide employment, job training, and other benefits. Their survival is essential to maintaining strong neighborhoods. To support these small businesses, City Bar Justice Center, together with Lawyers for Good Government, built a coalition of major law firms to provide: guidance on available federal, state, and local programs which may offer grants and/or loans; and pro bono legal consultations (by phone) to help small business owners dealing with diminished revenues or closures due to the pandemic.

Similar small business clinics are in development in other cities where we have offices, and we have had great interest from lawyers across the US in participating in those initiatives.

In New York City and Washington, DC some of our lawyers have signed up for The Compassionate Release Clearinghouse, an emergency release initiative designed to match qualified individuals in federal prisons who are applying for compassionate release with free legal counsel. This is a collaborative pro bono effort from the National Association of Criminal Defense Lawyers, the Washington Lawyers' Committee for Civil Rights and Urban Affairs, FAMM – a civil rights group originally known as Families Against Mandatory Minimums, and numerous law firms. This effort is focused on saving as many lives as possible during the Covid-19 pandemic.

Additionally, all of our US offices have stepped up efforts to reach out to, and counsel, our existing non-profit pro bono clients on the employment, business, and financial issues they are facing due to the pandemic. For example, many attorneys have been advising non-profit arts centers, museums and theaters on legal issues presented by this crisis and to ensure that they understand their rights under the CARES Act and other financial assistance programs, employment law matters and closure orders.

Ensuring loan compliance with the CARES Act

“For the City Bar Justice Center’s Covid-19 Small Business Legal Clinic, I consulted with the owner of a boutique dog-walking and pet-sitting business who sought assistance with navigating the Small Business Administration’s shifting rules and guidance governing loans made under the Paycheck Protection Program. In particular, the client wanted to understand how the unique circumstances of her business interacted with guidance on how to apply the loan proceeds, both to ensure compliance with the authorized purposes under the CARES Act and to ensure ‘forgiveness’ of as much of the loan as possible.”

Nicholas Santangelo
Associate (New York)

“I consulted with small business owners applying for funds from the Covid-19 government relief programs and using them appropriately. This included the Economic Injury Disaster Loan and Paycheck Protection Program. I worked with a mid-town jewelry company and a Queens-based real estate company, all through the City Bar Justice Center’s Covid-19 Small Business Legal Clinic.”

Benjamin Grayson
Associate (New York)

Australia

In 2021, our lawyers provided over 1,000 hours of pro bono legal assistance at clinics for vulnerable clients across the country. Legal clinics are part of our wider commitment to pro bono activities and legal services supporting disadvantaged and marginalized people, non-profit organizations and public interest matters.

Among other clinics, our legal staff provide assistance to Anti-Slavery Australia, which offers free legal and migration advice and representation to individuals across the country who have been trafficked, enslaved or forced to marry. It also provides training to service providers, community organizations and businesses in relation to modern slavery, as well as researching and engaging in policy advocacy on behalf of survivors of modern slavery.

Alberta, Canada

Lawyers and paralegals in our Calgary office provide consultation to local people at a special Legal Grounds Advice Clinic, in conjunction with Pro Bono Law Alberta and the Calgary Public Library. We have been the sole legal supporter of this clinic since its inception in 2010. Once a year at the library, we set up booths for different areas of law – family, landlord and tenant, criminal, civil, immigration – whatever the need may be. We provide consultations to help Calgary citizens identify and assess issues, providing substantive and procedural advice, where possible, in some cases identifying publicly-available resources to help them resolve matters. This clinic is in addition to the countless hours Calgary's lawyers have dedicated to helping self-represented litigants in the courts through Pro Bono Law Alberta's Civil Claims Duty Counsel and Amicus programs.

UK and Hong Kong

Covid-19 has brought unprecedented challenges to many businesses, and for start-ups this is particularly difficult. A team of eight of our lawyers in Hong Kong and the UK set up pro bono legal clinics to provide a helping hand to the FinTech and InsurTech sectors, making themselves available for advice across practice areas, including corporate, regulatory, financial restructuring and employment and labor. Start-ups at any stage of development were eligible to access the virtual clinics. We provided pro-bono advice to a total of eight start-ups in the UK and five in Hong Kong. The clinics continue to be available to applicants. In addition, we have partnered with the UK Department of International Trade on its export academy for UK FinTechs. This involves providing assistance across the globe to FinTechs expanding internationally on a pro bono basis, and we will provide the same service to international FinTech cohorts expanding into the UK.

Ontario, Canada

Our Toronto and Ottawa offices are active partners with Pro Bono Law Ontario. Our most significant involvement is with this organization's Law Help Ontario Duty Counsel projects at the Small Claims Court, Superior Court and the Court of Appeal. Our lawyers regularly volunteer at these programs to provide assistance to self-represented parties in civil proceedings. We provide people with summary legal advice, assistance in drafting court documents and representation in court. These programs are critical because they give people with limited means the opportunity to navigate the complexities of the court system with the help of qualified lawyers, and our participation rates are high.

UK

In London, we regularly attend after-work drop-in clinics organized by law centres in the London boroughs of Tower Hamlets and Croydon (part of South West London Law Centres). Our legal staff advise on employment, housing and consumer and small claims disputes. Our team includes partners, associates, trainees and paralegals, and our contribution does not stop at legal advice: we have helped the legal advice centers to implement more efficient billing systems and improve their marketing materials. We also support fundraising activities for the London Legal Support Trust, which provides assistance to local law centers. During the Covid-19 outbreak we have continued to offer this support virtually.

British Columbia, Canada

In Vancouver, we have helped hundreds of people since 2004 by hosting a pro bono legal advice clinic (through Access Pro Bono and Disability Alliance BC) for people with disabilities on low incomes. Our monthly clinics involve a lawyer meeting with (in person prior to Covid-19 and by phone during the pandemic) and assisting four or five clients through Disability Alliance BC, each with a significant disability and lacking the means to access legal assistance and advice, on a wide range of topics. This includes tenancy disputes, human rights issues, personal injury claims and assistance with creditor arrangements.

Pro bono case studies

UNITED STATES

Denial of same-sex couple benefits indicates that acceptance of LGBTQ+ rights has a way to go

While same-sex marriage has been legalized in 28 countries, including in the US in 2015, progress in rolling out broader LGBTQ+ rights elsewhere remains slow. Lingering issues remain, even in countries where same-sex marriage is legalized, around benefit claims and the treatment of same-sex unions.

For 16 years, Patricia Rolfingsmeyer and Tina Sammons lived as a committed couple, even when the states where they resided refused to recognize their same-sex union. In 2003, in spite of the discriminatory laws in their home state of Illinois, they performed a private marriage ceremony in their shared home. From that moment forward, they considered themselves to be married.

In 2013, shortly after Sammons was diagnosed with metastatic breast cancer, the US Supreme Court handed down its decision in *United States v. Windsor*, a case in which it found that the Defense of Marriage Act was unconstitutional under the equal protection clause of the Fifth Amendment.

Pennsylvania, where the couple then resided, refused to grant them a marriage license or recognize any marriage license granted to them in another state, so the pair traveled to Maryland, where they succeeded in obtaining a marriage license.

Less than three months later, only seven months after *Windsor*, Sammons, a US Air Force veteran and longtime US Postal Service employee, died of metastatic breast cancer. Surviving spouses of federal employees who have worked for the government for 10 or more years are entitled to receive death benefits and an annuity. This is subject to regulations requiring the couple to have been married for at least nine months.

According to the federal government, the couple's marriage only lasted two months, not long enough for Rolfingsmeyer to meet the nine-month marriage threshold to claim an estimated six-figure dollar sum in survivor benefits. In 2016, the Office of Personnel Management declined to reconsider its decision, which was affirmed in 2017 by an administrative judge.

Our lawyers are representing Rolfingsmeyer on a pro bono basis to challenge the federal government's denial of employee death benefits as unconstitutional. This is on the basis that it was not legally possible for Rolfingsmeyer to obtain a marriage certificate in her home states of Pennsylvania or Illinois more than nine months prior to the death of her long-term partner, given that those states unconstitutionally denied the couple the right to marry.

Our team has appealed the administrative judge's decision to the Federal Circuit, where briefing was completed in December 2020.

Trial held in voting rights suit over refusal to provide early voting location on Texas campus

Working alongside the National Association for the Advancement of Colored People (NAACP) Legal Defense and Educational Fund, a number of our Houston lawyers in December 2020 completed a bench trial in a significant voting rights case seeking greater ballot access for students of Prairie View A&M University (PVAMU), a historically Black university in Texas.

The lawsuit, originally filed in 2018, challenged Waller County's early voting practices surrounding the 2018 mid-term elections — namely, the County's refusal to provide an early voting location on the PVAMU campus. Plaintiffs alleged that Waller County's actions violated the Fourteenth, Fifteenth, and Twenty-Sixth Amendments, as well as Section 2 of the Voting Rights Act.

The trial was held before Judge Charles Eskridge in the Southern District of Texas, and, due to the Covid-19 pandemic, all proceedings took place virtually. Over the course of three weeks, the Court heard from numerous local officials, PVAMU students, and expert witnesses, many of whom were either examined or cross-examined by our team. If agreement cannot be reached, the Court will issue a ruling.

Appellate win in pro bono immigration case

We secured a win for pro bono client Gilmer Lopez-Garcia in December 2020, when the US Second Circuit reversed a Board of Immigration Appeals (BIA) decision to deny Lopez-Garcia asylum claim almost three years ago.

This victory ensures that Lopez-Garcia, an HIV-positive man from Guatemala, will receive a new hearing before an immigration judge. Lopez-Garcia fled his home country for the US in 2005 due to a lifetime of pervasive physical, sexual and emotional abuse focused on his sexual orientation.

Tragically, Lopez-Garcia's life in the US was also marked by many challenges, including an HIV-positive diagnosis in January 2010. A year later, Lopez-Garcia sought to reopen his immigration case and submit a petition for asylum.

While the law requires asylum petitions to be filed no later than one year after arrival into the US, under some circumstances, late petitions can be filed within a reasonable time after certain 'changed circumstances' have occurred. Lopez-Garcia argued to the Immigration Judge that he filed his application within a reasonable time following his HIV-positive diagnosis in January 2010. This diagnosis qualified as a changed circumstance that would place him in extreme danger of persecution should he be forced to return to Guatemala.

The judge accepted the notion that Lopez-Garcia's HIV-positive diagnosis constituted a changed circumstance under the Immigration and Nationality Act but ultimately denied the asylum petition. It found that the asylum petition had not formally been filed until 2013, which it held was an unreasonable delay.

On appeal to the BIA, the tribunal determined that the judge erred in determining the applicable date for Lopez-Garcia's asylum application filing. Since Lopez-Garcia attached his application for asylum to a motion to reopen his immigration case, as required by applicable law, on September 26, 2011, the applicable period for determining whether Lopez-Garcia's delay was reasonable should have been the 18-months between January 2010 and September 2011, not the three-year period analyzed by an immigration judge. Unfortunately, the BIA tribunal also ruled, without explanation, that the 18-month delay was unreasonable.

We appealed the BIA's decision to the Second Circuit, arguing that once the BIA found that the wrong time frame had been used, it was required to remand for a new hearing. We contended that BIA's finding of unreasonableness involved an improper de novo discovery of facts not found by the judge. The Second Circuit agreed and remanded the matter to the judge for proper analysis into the reasonableness of Lopez-Garcia's 18-month delay in seeking asylum in light of the overwhelming extraordinary circumstances.

US lawyers assist voters through Election Protection Campaign call centers

Lawyers from several of our US offices assisted voters to exercise their right to vote in the 2020 United States election through the Lawyers' Committee for Civil Rights Under Law's Election Protection (EP) Campaign. This organization provides Americans with information and assistance at all stages of voting – from registration, absentee and early voting to casting a vote at the polls; its aim is to defend everyone's right to vote.

The EP Campaign, the nation's largest non-partisan voter protection coalition, works throughout the year to ensure all eligible American citizens have the opportunity to cast a ballot and have their vote counted. Due to the Covid-19 pandemic, the 2020 election faced unprecedented challenges, including social distancing measures, drive-through voting, election law changes and a significantly higher number of mail-in ballots.

Dozens of our lawyers, at every level, operated call centers for the national voter hotline, working remotely, in order to help citizens with all of their voting questions. While our lawyers have aided this organization in the past, their participation in 2020 was significant due to the increased number of calls that it received. The multi-city effort helped the programs respond to any problems as they arose at various polling locations.

AUSTRALIA

From bushfires and floods to the pandemic: crisis response in Australia

Australia has experienced unprecedented hardships in recent years with bushfires in 2019 and 2020, the Covid-19 pandemic in 2020 and a flood event in March 2021. In times of crisis Australians have a proud history of rallying together to respond and our Australian team has harnessed its skills and legal expertise to support these impacted communities in recovery efforts.

Appreciating the ever growing need for legal support for devastated communities, we have flexed to offer our services to those affected by these crises in a number of ways. Through our partnership with Justice Connect we assisted a number of individuals affected by the bush fires, both directly and through community legal centers working at the coalface.

Our team assisted with a number of existing land use rights, which was critical to understanding how and where to re-build properties affected by the bush fires, in circumstances where those rights are unique to each property.

Our lawyers came to the assistance of pensioners whose homes were burnt down and community legal centers needing guidance on re-occurring boundary and access disputes. We also seconded our people to assist leading organizations with community rebuilds.

We made charitable donations to assist in national response and recovery efforts to rebuild our country to the Australian Red Cross (bushfire and flood appeals), NSW Rural Fire Service and Victorian Country Fire Authority.

Given the scale of devastation in Australia both from bushfires and the recent floods, we expect the need for pro bono legal help for those affected to continue for years to come, along with substantial efforts to preserve and protect our natural environment.

No to domestic violence

We continued to build on our relationships with frontline domestic and family violence support services, including No to Violence, Australia's largest peak body for delivering safe and effective interventions for Australian men inflicting family violence, and the operator of the Men's Referral Service.

Recognizing that the pandemic has introduced new challenges to those living with abuse, we collaborated with No to Violence and Commonwealth Bank through its Next Chapter program to develop a series of tip sheets to assist Australian workplaces and individuals with identifying and preventing domestic and family violence, maintaining healthy relationships, successfully co-parenting, as well as managing personal behaviors. These sheets have particular relevance given the recent need for organizations to shift large proportions of their employees out of traditional workplaces to a remote working environment, while ensuring their health and safety in these circumstances.

Our work in supporting people in this situation has spanned a number of areas across our banking, corporate, regulatory and employment law practices.

This work builds on the more general pro bono legal support that our firm has provided to No to Violence. We also recently supported DVassist, an organization addressing the complex issue of abusive relationships in regional, rural and remote areas of Western Australia, via a tailored information hub. As part of this, we provided a telephone counselling service for corporate and employment law advice, as well as a secondee from our Perth disputes practice.

Our pro bono help includes:

Support for clients experiencing homelessness at our Sydney-based Homeless Persons' Legal Service clinic

Securing a complete write off of a client's large debt to a public housing provider, enabling the client to apply for public housing and end a long period of sleeping rough

Assisting a client with court attendances in different state jurisdictions when Australia's state borders were closed temporarily

Advising clients on applications for critical documentation lost in the various natural disasters Australia's east coast has experienced.

New strategic approach to pro bono

In July 2021, we took a major step forward in our approach to pro bono in Australia by establishing a standalone legal practice team in this area and hiring our first dedicated full-time pro bono partner, Chris Owen, to lead that team. Chris joins us from a major international firm where he was a litigation partner in ESG disputes. He was also the co-chair of his former firm's global pro bono practice. Chris and his team are now developing a new pro bono strategy in Australia which seeks to deliver more impact at a local, national and global level. Our lawyers are also looking to partner increasingly with our commercial clients to deliver pro bono legal advice.

Land-use rights in dispute over rebuilding homes

We advised on a number of existing land-use rights in Australia, work which was critical in understanding how and where to re-build properties affected by the country's bush fires in 2020. The circumstances of those rights are unique to each property.

Our lawyers came to the assistance of pensioners whose homes burned down, and of community legal centers that needed guidance on re-occurring boundary and access disputes. We also seconded our people to assist organizations leading the community rebuilds.

WORKING WITH INDIGENOUS COMMUNITIES

The Johnathan Thurston Academy

We operate in partnership with The Johnathan Thurston Academy's JTBelieve program at Tagai State College on Thursday Island in the Torres Strait.

This commitment provides mentoring through our work experience program, and gives students an insight into the world of a global law firm and the many and varied careers within our organization.

Our Reconciliation Action Plan

We have developed and implemented two Reconciliation Action Plans (RAP) and are now actively developing our third. We are also developing our 'Stretch RAP' to extend our commitment to a deeper level. The RAP framework was developed by Reconciliation Australia to enable organizations to contribute to reconciliation by improving outcomes for Aboriginal and Torres Strait Islander peoples and communities through education, engagement, collaboration and knowledge sharing. We seek new ways to drive reconciliation initiatives within our firm on a continuous basis, to show leadership on issues important to reconciliation externally and to collaborate with clients on joint initiatives that deliver reconciliation outcomes.

Jawun: supporting Indigenous self-determination

Jawun is a not-for-profit organization that supports the capacity of Indigenous leaders, organizations and communities to implement and execute their own development goals. Since 2015, we have been in partnership with Jawun, supporting its work to empower Indigenous-led change and foster meaningful connections between Indigenous and non-Indigenous Australians. This support is multi-disciplinary and includes professional legal advice to Indigenous businesses, support for their leadership programs and secondments into Indigenous communities. We are now broadening the reach of our Jawun community and business relationships beyond the Sydney regions of La Perouse and Redfern into Western Australia, with a focus on the South West region of Western Australia and the West Kimberley.

SOURCES OF INSPIRATION

Jaramer Legal

Bevan Mailman is a Bidjara man and Brian Bero is a Meriam man. Together they are the two principal lawyers and co-founders of Jaramer Legal. We are proud to be a joint venture colleague with Jaramer Legal.

Jaramer Legal is the first national majority Indigenous-owned law firm to provide a broad suite of corporate and commercial legal services. It offers quality corporate and commercial legal services to government, corporations and businesses. The founders' expertise includes strategic legal advice and support for procurement, small-to-large scale projects and other business activities. Their unique ability to perform services through a sensitive cultural lens is what sets them apart from other law firms.

Jaramer Legal's services are intrinsically linked to improved economic outcomes for Indigenous peoples under the Australian Federal Government's 'Closing the Gap' Policy and similar initiatives. Through this framework and the Government's 'Developing Northern Australia' initiative, Jaramer Legal also focuses on working with Indigenous businesses and communities to drive positive economic outcomes through the development of such assets as lands, waters and cultural intellectual property.

EMEA

Together with Save the Children we are tackling the biggest challenge to children's education in our lifetime

We have a long history of supporting communities and causes around the world through fundraising, volunteering and pro bono legal advice. In EMEA, we are building on our corporate responsibility commitments through a new, three-year strategic partnership with global charitable organization Save the Children.

In the first strategic charitable partnership of its kind in EMEA, our partnership with Save the Children aims to address the largest education emergency in our lifetime as a result of the Covid-19 pandemic, through which schools have had periods

of being forced to close. We aim to help accelerate recovery of education around the world by joining forces with Save the Children to provide routes back into education for the most marginalized children – including girls, children with disabilities and those from minority ethnic groups – through innovative, scalable solutions.

The partnership supports the issues that are important to us, particularly education, social mobility and sustainability. We will provide opportunities for fee earners and employees to use their pro bono hours / volunteering allowance through taking part in a range of activities focused on our strategic partnership with Save the Children.

Safe Back to School

We donate funds to Save the Children to help meet the most pressing needs of children around the world. This includes funding Catch-up Clubs in Myanmar to provide the boost children need to get back into education to help redress some of the learning lost through Covid-19 lockdowns.

Alongside our commitment to funding Catch-up Clubs, we also donated funds for Save the Children to use flexibly, to respond to the greatest needs of communities at any given time. This helps children to stay safe, healthy and keep learning so they can explore a world of possibility.

After temporarily suspending its programs last year, Save the Children is now working across ten provinces in Afghanistan helping children and families through providing healthcare, cash transfers, household essentials, warm clothes and learning materials. The charity has helped close to one million children and families between September 2021 and February 2022. But some of its work remains disrupted, so it is adapting to make sure children can continue learning.

We are also proud to continue our work with key charitable partners, including Breaking Barriers, Hand in Hand and the South London Refugee Association – all of which have been supporting Afghan communities.

Catch-up Clubs in Myanmar

The combination of ongoing poverty, the impacts of Covid-19, and political crisis and conflict have introduced significant barriers for children's learning in Myanmar. The education crisis worsened further after Myanmar's military coup in 2021. The resulting violence and widespread displacement forced many children to drop out of school. Almost 12 million children have had their education disrupted since March 2020. With fewer than 10% of households able to access online learning, the educational attainment gap is a huge concern.

Through our partnership with Save the Children, we have an opportunity to take a leadership role on this urgent and critical issue. Once proven through the pilots, Save the Children aims to replicate the Catch-up Clubs model for use by other humanitarian organizations, with a positive multiplier effect for many more children in years to come.

The Catch-up Clubs program aims to support 4,500 children across 36 communities in Rakhine and Kayin States to get them back to learning so they can fulfil their potential.

Catch-up Clubs are a cost-effective, highly targeted and data-driven solution that can be carried out and expanded rapidly. The program includes:

Remedial education classes – working with local communities to help children with basic reading and maths, especially those most at risk of falling behind or dropping out completely.

Child protection case management – ensuring the most vulnerable children receive the emotional and psychological support they need to succeed.

Cash and voucher assistance – providing financial support to families hit by the economic impacts of the pandemic, so they can buy the food and essentials they need to allow their children to learn.

CANADA

We helped secure official identification for young trans people

Our Montréal office represented Gender Creative Kids Canada as interveners advocating for the rights of young trans people between the ages of 14 and 17, and successfully argued that certain provisions of the Civil Code regulations violated their rights to equality and dignity. The judgment, rendered on January 2021, will help trans, non-binary and intersex individuals to obtain official identification documents that match their identity.

Several plaintiffs and interveners, including our client, contested the constitutional validity of various provisions of the Civil Code of Québec and other provisions regarding the registrar of civil status.

On January 28, 2021, the Superior Court of Québec ruled that six provisions of the Civil Code of Québec and one provision of a regulation violated the rights to the equality and dignity of trans, non-binary and intersex people.

The decision confirms that having documents that correctly reflect one's chosen name and gender is protected by the rights to equality and dignity guaranteed by the Canadian Charter and Québec Charter. The decision will notably facilitate the change of sex and name with the registrar of civil status for youth trans, non-citizens and non-binary individuals and parents.

SOUTH AFRICA

Victory for asylum seekers

Rules forcing asylum seekers in South Africa to return to their home countries if they are late in renewing visas have been suspended, thanks to our Cape Town team, working on behalf of the Scalabrini Centre of Cape Town. The fate awaiting many of these people ranged from detention without trial, rape, torture or death.

The South African Home Affairs Department has been interdicted from applying certain provisions of the 1998 Refugees Act and 2018 Regulations (both implemented on January 1, 2020), which sought to return asylum seekers back to their home country.

Judge Baartman handed down the judgment in the Western Cape High Court on November 30, 2020 and the provisions have been suspended until the constitutional attack against the impugned provisions has been adjudicated on by the Western Cape High Court and, to the extent necessary, confirmed by the Constitutional Court.

The Scalabrini Centre of Cape Town sought to prevent the short- and long-term operation of the so-called 'abandonment provisions' on the grounds that they infringe asylum seekers' rights to life, freedom and security of person, dignity, and equality. They also prevent South Africa from fulfilling its international law obligations towards refugees, including the international law principle of non-refoulement.

Until now, asylum seekers with valid and undecided claims, who failed to renew their asylum visa applications on time, were deemed 'abandoned,' and arrest and deportation would follow without the substantive merits of their asylum application being determined.

Only when an asylum seeker has a compelling reason (and proof) for delaying the renewal of a permit following a lapse (such as hospitalization or imprisonment) could the Department of Home Affairs pardon the late renewal. This also leaves asylum seekers vulnerable in South Africa as essentially undocumented foreigners who will struggle to access health care, employment and education while they await a decision on whether their reason for late renewal meets the Department of Home Affairs' high threshold.

Asylum seekers are required to renew their asylum visas frequently. In the renewal process, they can experience long delays caused by administrative failures at the Department of

Home Affairs. These are often exacerbated by socio-economic factors, such as not having the means to travel to far away Refugee Reception Offices as frequently as is required, waiting in long queues once there, facing corruption from officials who refuse to renew visas without bribes, or the general inefficiency of the process which is managed by over-worked and under-staffed teams. In light of these realities many asylum seekers fail to renew their visas for valid reasons.

Social justice for domestic workers

In a landmark victory for social justice in South Africa, domestic workers employed in private households can now apply for compensation in the event that they become injured or contract a disease in the course of their employment, thanks to a judgment handed down in the Constitutional Court of the Republic of South Africa in November 2020. Our lawyers in Johannesburg provide pro bono assistance at the Court.

The Court declared section 1(xix)(v) of the Compensation for Occupational Injuries and Diseases Act, 1993 unconstitutional to the extent that it excludes domestic workers employed in private households from the definition of 'employee.' This has prevented domestic employees from accessing workers' compensation if they become injured or contract a disease in the course of their work until now.

According to the Court's judgment, the dependents of domestic employees also qualify to submit claims should the breadwinner in a family sustain a fatal accident at work. This order applies retrospectively; those who suffered claims prior to this order also now qualify to apply for compensation.

The judgment found that the exclusion was discriminatory and infringed on domestic employees' rights to dignity, equality and social security. It entrenches the "very system of racialized and gendered poverty that the Constitution seeks to undo."

Our firm, together with advocates Emma Webber and Lerato Phasha, represented the Commission for Gender Equality (CGE), which intervened in the matter as *amicus curiae* in order to, *inter alia*, highlight to the Court the devastating impact that the exclusion has on black women in South Africa. The majority judgment noted the CGE's tireless efforts in advancing the rights of women.



Fundraising and volunteering

We have a special contribution to make to our local communities to help achieve social justice, and this has never been truer than during the Covid-19 pandemic. In addition to providing pro bono advice in our offices around the world, our employees have volunteered their time to provide assistance to individuals and businesses to help them through a raft of unprecedented challenges.

Fundraising and volunteering

EMEA

NHS Charities Together

In the UK, we held a 'dress up' day to raise funds for charities linked to the National Health Service (NHS), called NHS Charities Together. The funds went towards supporting NHS staff and volunteers caring for Covid-19 patients all over the UK. This included delivery of wellbeing and overnight packs for those on long shifts, meals and contributions, staff travel and parking fees.

Funds were also earmarked to offer grants to provide respite, rehabilitation and mental health assistance to NHS staff and their families following the pandemic.

Friends of Murambinda

Many of the international charities we support have donated much needed funds to the Covid-19 recovery effort, including to Friends of Murambinda Hospital in Zimbabwe. Our contribution helped to procure personal protective equipment for the staff of this small hospital. We also donated to mothers2mothers in South Africa to support the health and wellbeing of nearly 1,800 women living with HIV, and to Mentor Mothers and Childs in Uganda, an organization which provides urgent, focused intervention to help children remain in loving families rather than going to live in orphanages.

Supporting low-income families in India

The surge in Covid-19 in India in May 2021 led to a widely reported shortage of life-saving supplies, particularly oxygen, as India's health care system reached the brink of collapse. Our Foundation stepped in to provide vital support to low-income families that were particularly affected by the situation. Our EMEA colleagues also collected donations to support the Spark-A-Change Foundation to provide further support.

Reconditioned laptops for schools in UK

Our UK IT team repurposed previous generation laptops to distribute to schools close to our London and Newcastle offices. More than 150 laptops were given to the most disadvantaged pupils within target schools. We also launched a fundraising appeal to buy more IT equipment for schools.

Breaking Barriers

We have worked in partnership with Breaking Barriers, a charity which helps refugees find employment, since 2019. Together we have delivered employability workshops on a range of topics, such as how to enter the UK legal sector, to give people from refugee backgrounds who want to start or continue a career in law with understanding of the UK legal system. Our employees review clients' résumés and advise them on ways to progress or begin their careers in the sector.

Helping street children to stay safe

Our brand and creative team created a guide to help street children to stay safe in the face of the Covid-19 pandemic. The team created the guide for the Consortium for Street Children, a global charity that acts to ensure that street children can access their rights to services, resources, care and opportunities.

The child-friendly guide, which includes original illustrations from our award-winning team in London, is a valuable resource for the charity's members around the world and the children they support. The guide is being translated into several languages.



Organizations we have supported during the Covid-19 pandemic

Italy: San Giuseppe Fund and Opera San Francesco per i poveri

Germany: Di Arche, Hamburger Tafel and Kinderhospiz Munchen

France: Le Secours Populaire

Belgium: Infirmiers de rue (Street Nurses / Straatverplegers)

UK: The Trussell Trust and St Mungos

China: Beijing Women and Children's Development Foundation

India: Spark-A-Change Foundation in Mumbai

CANADA

Streamlining our charitable giving in partnership with Benevity

In Canada, we have established a partnership with digital platform Benevity to create a new program that increases our overall impact in the ways in which we support the interests of our lawyers and staff with the contributions they make in their communities. Called Impact, this program raises awareness of our focus on corporate responsibility and helps to provide an experience that is consistent nationally and resonates at a local level.

Through Impact, our people can make their own financial and personal contributions to help enhance quality of life for communities where we live and work. We promote charitable giving by:

Giving eligible employees 'seed money' at program launch which can be donated to charities of their choosing.

Matching personal donations for all eligible employees up to an annual maximum of C\$100.

Benevity is a Calgary-based company that provides digital platforms to manage charitable donations and grants. It is one of Western Canada's largest start-ups with customers including Nike, Coca-Cola, Google and Apple, and some 250 Fortune 1000 companies.

United Way

In 2020, we raised more than C\$600,000 for United Way Centraide, an organization dedicated to breaking the cycle of poverty and social exclusion. United Way invests donations into agencies and projects that bring people together. For more than three decades, our firm has raised money for United Way in order to help improve lives locally by moving people from poverty to possibility, helping children be all they can be and building strong and healthy communities.

BlackNorth Initiative Law Firm Pledge

We are one of the first signatories of the BlackNorth Initiative Law Firm Pledge, a call to action for Canadian law firms to commit to specific activities and targets to end anti-Black systemic racism. This is part of the BlackNorth Initiative's actions led by the Canadian Council of Business Leaders Against Anti-Black Systemic Racism. In addition to signing the pledge, our firm donated C\$25,000 annually to the initiative over a period of four years.

St. Paul's Hospital Foundation and Providence Healthcare

In October 2021, our Canadian firm provided a financial gift of C\$100,000 to St. Paul's Hospital Foundation and Providence Healthcare to support Indigenous wellness and reconciliation. Our Vancouver office enjoys a long-standing relationship with St. Paul's Hospital dating back to 1987.

UNICEF's Give a Vax program

In 2021, our Canadian firm donated over C\$100,000 to UNICEF's Give a Vax program to support vaccine delivery in low-income countries.

C\$33,000 contributed to our 2021 Global Charitable Initiative

As part of our 2021 Global Charitable Initiative, our Canadian colleagues provided a financial donation of C\$10,000 to the Indian Residential School Survivors Society in recognition of the new National Day for Truth and Reconciliation. In addition, we focused our fundraising efforts in support of three organizations and we raised over C\$23,000 for: DESTA; Youth Empowering Parents; and The Indian Residential School Survivor Society.

SOUTH AFRICA

Menzi Children's Home

Our South African offices in Johannesburg, Cape Town and Durban continue to support Menzi Children's Home for abandoned children, which was the focus of our Global Charitable Initiative in 2017. A group of our employees helped to build a facility for the home in the township of Tsakane to help change the lives of disadvantaged people living there.

In December 2020, we launched a fundraiser which enabled us to assist the matrons and volunteers at Menzi Children's Home, which we built in 2017, as a bonus for their hard work during the year and the hardship they experienced after funding was cut during the pandemic. We used the rest of the money to buy Christmas presents for the children and to host a small celebration.

Lawyers Against Abuse

We donated money to Lawyers Against Abuse, a non-profit organization in Diepsloot, South Africa that provides free, professional legal services and psycho-social support to victims of gender-based violence.

AUSTRALIA

Cerebral Palsy Alliance

Cerebral Palsy (CP) is the most common cause of physical disability in children, with around 34,000 children and adults living with this condition in Australia and 17 million globally. Each year our staff in Australia are encouraged to participate in STEPTember, an inclusive challenge to take 10,000 steps a day any way you like for the 30 consecutive days in September, whilst raising awareness and vital funds for the Cerebral Palsy Alliance. Our firm has supported STEPTember annually since 2016.

STEPTember stats to date

Participants	712
Steps total	194.2 million
Funds raised	A\$94,295

RizeUp Australia

In Australia, domestic and family violence continues to be a significant social problem. It can affect anyone – regardless of race, religion or social standing. RizeUp Australia's mission is to raise awareness of domestic and family violence within society by generating life-changing, practical support for the families affected, giving them the hope and empowerment to move on to a life free from violence.

In May 2020, 12 participants from our Brisbane office walked 2,280 km and raised money for RizeUp Australia. These vital funds were used to buy 30 microwaves for new homes for people displaced by, and escaping, domestic and family violence.

OzHarvest

We partnered with OzHarvest for our 2019 Global Charitable Initiative and focused on reducing food waste and hunger. Drawing inspiration from the challenge, we continue to work on reducing food waste and hunger through locally based initiatives across Australia. With this in mind, in an effort to support the future food security of Australia, our Brisbane office adopted a beehive in recognition that the bee population worldwide is in serious decline.

Sustainable practice

We aim to minimize our impact on the environment and endeavour to integrate sustainability best practice into all our decision-making and business activities. We are committed to raising awareness of the importance of improving our environmental sustainability – in our business, in our local communities through pro bono and volunteering opportunities, and as individuals.

Our key impacts arise from waste generation, energy use, including travel and resource consumption. We are working towards reducing these impacts and have implemented dedicated software systems in Europe, Middle East and Asia to enable us to track our carbon footprint and set a baseline against which we can measure, and continually improve, our performance based on our Scope 1,2 and 3 emissions. In Australia we launched our new environmental management system, which is benchmarked against the 2016 ISO 14001 standard.

We are an executive member of the UK Legal Sustainability Alliance and the Australian Legal Sector Alliance, respectively. These organizations are industry-led, working collaboratively to advance sustainability and promote best practice to ensure that the legal industry plays its part in tackling the climate crisis.

Our planet, with natural history filmmaker Keith Scholey

We celebrated Earth Day 2021 by recording an interview between our global CEO Gerry Pecht with Keith Scholey, the producer behind the *Our Planet Netflix* original series and director and executive producer of *David Attenborough: A Life on Our Planet*.

This event complemented our ongoing dialogue with global and regional clients about the energy transition and set the standard for a series of high-profile events throughout the year in the lead up to the 2021 UN Climate Change Conference (COP26).

GLOBAL

Cross-border team advises insurers on industry's transition to net-zero

A team of our lawyers from offices around the world is helping an alliance of some of the world's leading insurers and reinsurers to build a sustainable financial ecosystem as part of the transition to a low-carbon global economy under the auspices of the United Nations' (UN) Environmental Policy Program.

Through its investment and underwriting actions, the so-called net-zero Insurance Alliance (NZIA) aims to play a key role in transitioning to a greener economy in line with the 1.5°C target of the Paris Agreement on Climate Change. NZIA, comprising AXA (Chair), Allianz, Aviva, Munich Re, SCOR, Swiss Re and Zurich – submitted its proposal to the European Commission during the 2021 UN Climate Change Conference in Glasgow (COP26) in November 2021.

Our team, led from our Brussels office, is providing independent global analysis of the antitrust aspects of the alliance to ensure it complies with relevant regulations in delivering the UN Principles for Sustainable Insurance (PSI), under the UN's Programme Finance Initiative (PFI). All seven insurance companies are signatories to the PSI, a global framework for the insurance industry to address environmental, social and governance risks and opportunities.

Our firm's involvement is based on the strength of our work in environmental and social governance, insurance and antitrust, notably in Australia, Canada, China, the EU, the UK, the US and Switzerland.

The alliance partners are already investors in the UN-convened net-zero Asset Owner Alliance (AOA) and the insurers' CEOs have formally submitted a statement of intent to join the COP26 Race to Zero campaign and become part of the Glasgow Financial Alliance for Net Zero (GFANZ), setting the Net-Zero bar for the rest of the global insurance industry.

GFANZ, launched in April 2021, brings together existing and new Net-Zero finance initiatives into one sector-wide strategic forum, and will work to mobilize the trillions of dollars necessary to build a global zero emissions economy and deliver the goals of the Paris Agreement.

EMEA

The Chancery Lane Project

Our firm is a member of The Chancery Lane Project, which facilitates collaboration among lawyers from around the world working on a pro bono basis to develop new legal conditions to help fight climate change. It aims to create and embed in market practice the use of new contract precedents and model laws to enable and encourage businesses and communities to have a positive impact on the environment.

The project is aligned with and supports the achievement of the UN Sustainable Development Goals relating to climate action and the UK's emissions reduction target, enshrined in law, to reach net zero by 2030. The project devised legal solutions which are contained in its Climate Contract Playbook and Green Paper of Model Laws and Glossary of Terms.

Our firm participated in the project's inaugural 2019 London hackathon, which involved over 130 lawyers from across the profession. Caroline May, our EMEA head of environment health and safety, and counsel Lucy Bruce Jones in London, were facilitators in initiating collaboration and stimulation of ideas at the event. Subsequently, lawyers from across our global platform got involved in the worldwide virtual hackathon in 2020, using their pro bono hours to help take action for sustainability and climate change.

Following on from these successful hackathons, there are now 71 model clauses in The Chancery Lane Project's Climate Contract Playbook which can be accessed free of charge on its website, with areas covered as diverse as asset finance, institutional investment, infrastructure, energy, real estate and many more.

AUSTRALIA

Arnhem Land Fire Abatement deploys ancient fire management knowledge

For a number of years our environment and climate change legal experts in Australia have worked closely with Arnhem Land Fire Abatement (ALFA) (NT) Ltd to provide pro bono legal support.

ALFA (NT) Ltd is an entirely Aboriginal-owned, not-for-profit carbon farming business created by Aboriginal Traditional Owners in Arnhem Land to support their engagement with the carbon industry. ALFA currently supports Traditional Owners to manage five fire projects across an area of over 80,000 km².

Across Arnhem Land, in the remote tropical savannas of northern Australia, Aboriginal Traditional Owners and Rangers use customary fire knowledge to accomplish highly sophisticated landscape scale fire management.

The work is resourced through their engagement with the carbon market and the Savanna Burning methodology which complies with the United Nations' Kyoto Protocol on climate change. This methodology aims to reduce the area that is burnt each year and/or shift the seasonality of burning from the late dry season towards the early dry season.

Our sustainability partnerships

Legal Sustainability Alliance and
Australian Legal Sector Alliance
(executive members)

The Aldersgate Group

The Chancery Lane Project

The background of the entire page is a vibrant, abstract painting. The sky is filled with thick, textured clouds in a variety of colors including deep blues, greens, purples, and oranges. The ground below is also colorful, with patches of orange, yellow, and purple. The overall style is expressive and painterly.

^NORTON ROSE FULBRIGHT

nortonrosefulbright.com