

Responsible Business & Sustainability

2024 Report

Our approach

Our people

Our communities

Our environment

Introduction

We're making meaningful progress, and our commitment to responsible business practices has never been stronger.

In 2024, we took bold, intentional steps to ensure our work not only propels our firm forward but also creates a positive effect in our communities and the environment. This report showcases just a few of the ways we're leading the charge.

Our social impact work is now closely tied to the UNGC's Sustainable Development Goals, focusing on health, education, and reducing inequality. This helps us serve our communities better and tackle national issues, and our pro bono work is a key part of this strategy.

Transparency in communications with our internal and external stakeholders is crucial for us. We prioritize responsible actions that enhance our business conduct, sustainable procurement, and DEI efforts.

We are excited about the future and remain committed to building a stronger, more sustainable and inclusive business, with your help.

Sincerely,



Jennifer Teskey
Canadian Managing Partner

Our approach

Our **Responsible Business and Sustainability Approach** zeroes in on priorities that resonate deeply with our clients, firm members, and communities. This approach empowers us to uphold and deliver on the global business principles of **Quality, Unity, and Integrity** with unmatched excellence.

We have been thrilled to join some of our clients in delivering **best-in-class pro bono services** to our communities. Our people have been excited to be a part of these highly engaging and innovative programs.

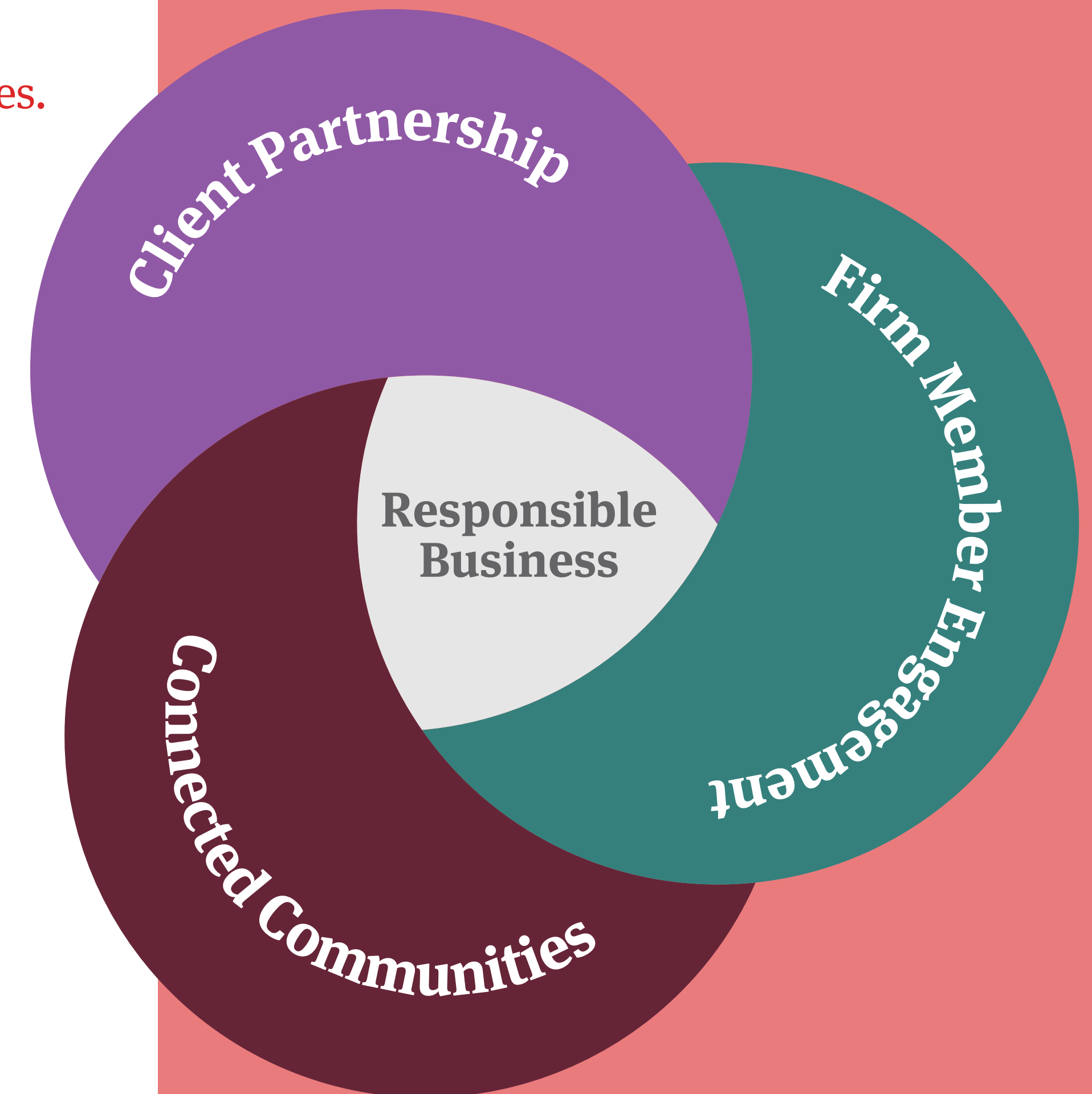
We have partnered with local organizations to **deliver social impact** through hygiene kit creation, food sorting and service programs, and environmental awareness initiatives.

Our firm members regard **sustainability as a core component** of our business objectives. This heightened consciousness is influencing our choices in the procurement of products and services.

We have established an **extensive supplier diversity initiative** aimed at enhancing the involvement of diverse suppliers in our procurement activities.

Reducing our environmental footprint has been a priority for the firm. We continue to measure our impact and are transparent about our progress with our clients and firm members.

Volunteerism is central to our firm culture. We dedicate 7 hours annually for colleagues to support causes close to their hearts.



Our people

Our unwavering commitment to **diversity, equity, and inclusion** is at the heart of our values and culture. We aim to foster an inclusive and equitable culture where every team member feels valued, supported, and empowered to thrive.

Recent DEI Initiatives



Race Equity Council

Attract, retain and progress BIPOC (Black, Indigenous and People of Colour) talent at all levels



40% women

Represented nationally in the partnership and in leadership roles by 2030



\$1.5M

Committed to the Black Future Lawyers Program

By 2025

5%

commitment of hiring from the Black community for our student workforce

3.5%

of executive board and/or senior leadership roles held by Black or racialized leaders in Canada



“The Career Strategies BIPOC Program was a helpful platform to discuss the advancement of BIPOC lawyers in the legal profession. It shed some light on the advancement process and provided some useful tools on how to progress. It’s a step in the right direction.”

Ajit Dhillon
Partner

Our communities

Volunteering, corporate giving and pro bono work is one way of supporting communities where we operate and a key priority for our firm. Our giving efforts are guided by the UNGC Sustainable Development Goals, specifically those concerning health, education and reducing inequality, providing a focused, disciplined and integrated approach that aligns with our broader **Responsible Business Goals**.

Week of Action



1,000
trees
planted

16
charities
supported

960
care kits
assembled

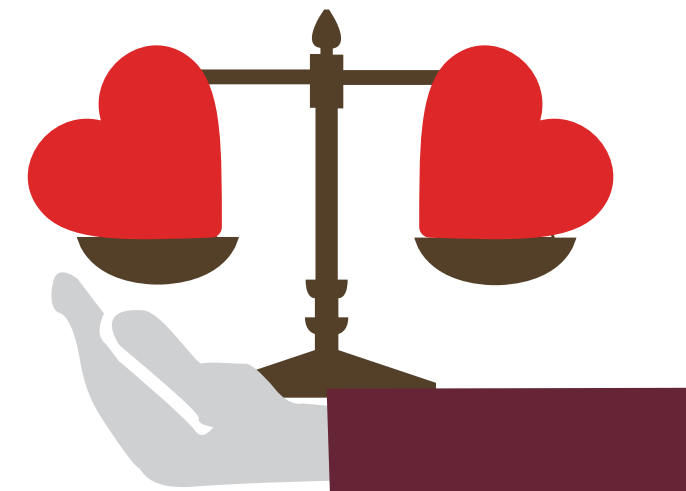
Week of Giving



10
charities
supported

\$750,000
donated

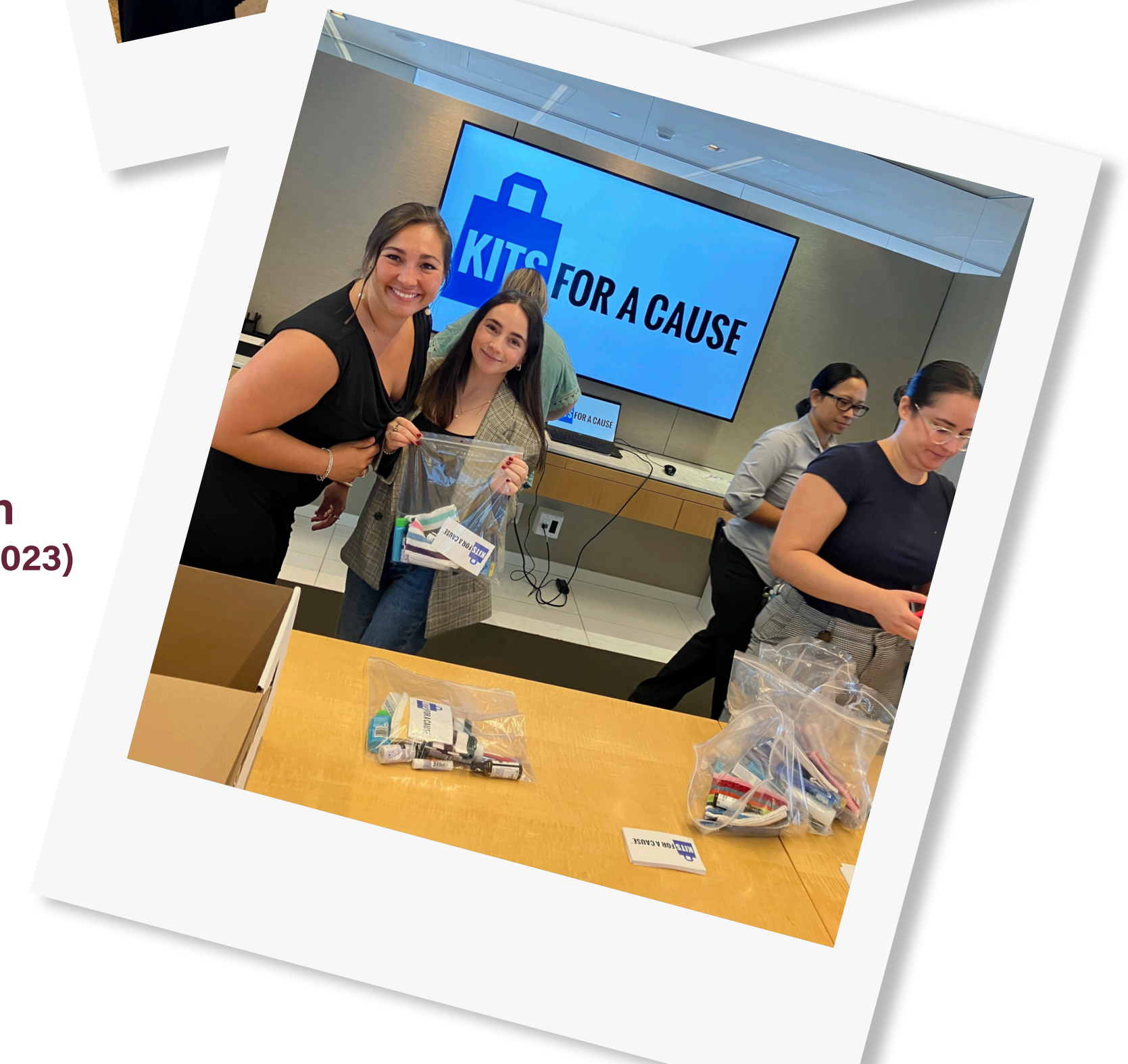
Pro Bono



11,091.7
total hours
(10.9h per lawyer)

38.6%
total participation
(49.4% growth from 2023)

163
matters worked
on in 2024

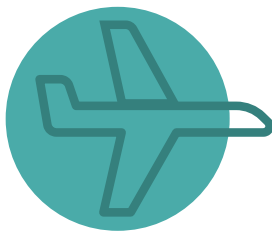


Our environment

Our **Environmental Sustainability Policy** serves as the foundation for conducting our business in ways that address environmental challenges impacting both our planet and our communities, while aiming to minimize the effects of our operations.


Here’s what we’re doing to make our mark:

Minimizing Operational Effects




Reducing our **environmental footprint** with achievable targets in energy consumption, waste, and business travel

Supplier and Vendor Relationships



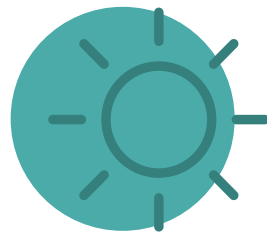
Developing a comprehensive supplier diversity program that brings new options and opportunities

Scope 3 Emissions Focus




Largest GHG footprint from procured goods and services. We’re addressing this by utilizing COUPA to highlight preferred products that can significantly reduce our Scope 3 emissions

100% Renewable Energy Commitment



Through the use of **Renewable Energy Credits** we are able to match our electricity consumption and Scope 2 emissions in all offices

Supplier Initiatives

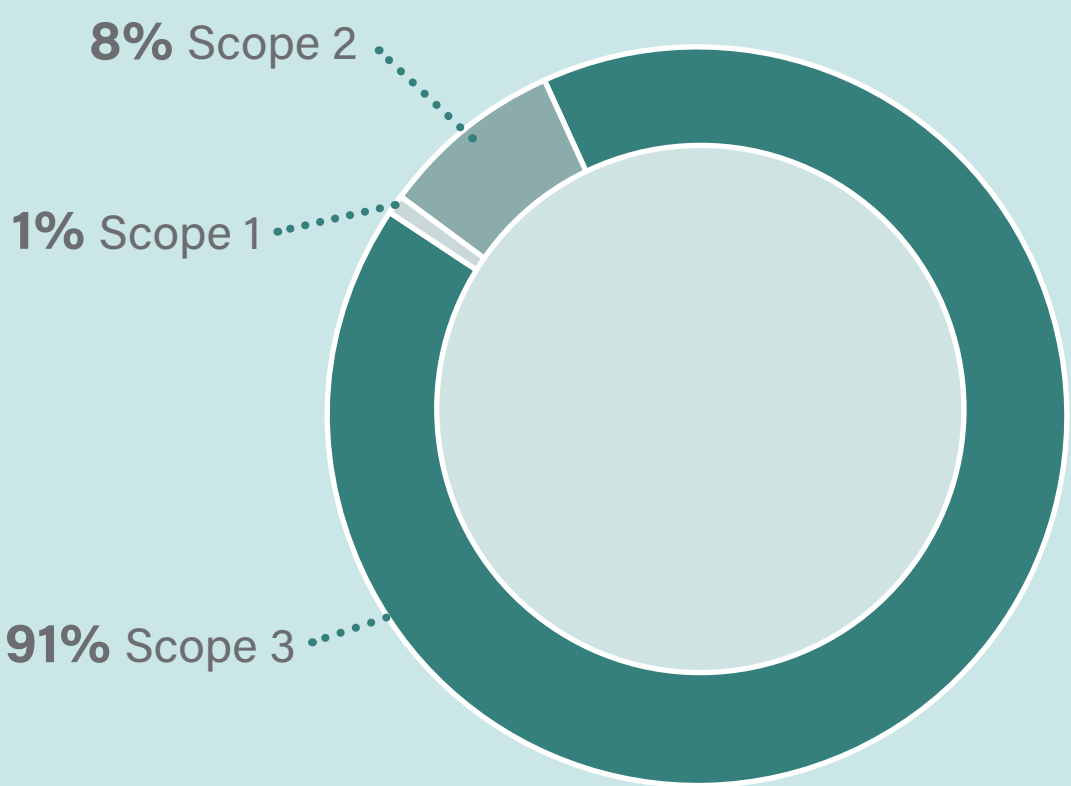


Surveying our suppliers on their responsible business practices to ensure alignment with our strategy

“In our journey to address **environmental impacts that effect our communities and the planet, and to achieve our climate goals, we are taking a science-based approach, establishing strong partnerships and committing to disciplined data management.**”

Shawn Sanford
Chief Administrative Officer

GHG Emissions (tCO2e)



Our dedication to people, communities and the environment is stronger than ever.

We're passionate about driving positive change and fostering a culture of responsibility and integrity. Together, we can make a meaningful impact and uphold the highest standards in everything we do.

Here's to a future filled with purpose and progress.