



Making a world of difference

Our corporate responsibility policy

Introduction

The success of our business isn't just down to our financial performance. For us, the social and environmental impact of our global operation is equally important.

As a global law firm that seeks to sets the standards, we have pledged to:

- continuously develop our workplace for the benefit of all of our people
- promote sustainable growth through responsible and innovative business practice
- minimise our impact on the environment
- positively engage in the communities in which we work and live

To help us achieve our ambitions, we will benchmark our progress against relevant key performance indicators and continually integrate responsible business practice through our management structure.



Current initiatives:

- WaterAid became the firm's International charity partner in 2016. WaterAid is an international organisation whose mission is to transform the lives of the poorest and most marginalised people by improving access to safe water, sanitation and hygiene
- all of our local offices within the LLP and EIL have closely formed local partnerships that align with our CR strategy
- our lawyers have the ability to record up to 50 hours of CR-related activities which will count towards their chargeable hours target. This in turn counts towards their annual bonus. The opportunity to do up to 50 hours of CR related activities is available to everyone in the firm
- we welcome opportunities for open discussion on best practice with clients. We recognise the importance of our role, in the provision of legal services, as part of our clients' overall responsible business agenda



Our approach

Our approach to CR focuses on a number of areas under a theme of 'Unlocking Talent'. By helping people who do not necessarily have the same opportunities to succeed in life as we do, we can seek to ensure that their lives are improved and at the same time, unlock the potential within our own people by involving them in wide ranging activities beyond their normal skill set.

Under this overarching theme of Unlocking Talent, we focus on four key areas:

Education

In 2016 we formed a three-year partnership with Enabling Enterprise - an award winning not-for-profit social enterprise. We work with children at primary and secondary schools in a variety of ways. For example reading programmes, work experience and voluntary work, in addition to the Eversheds Sutherland Unlocked programme which aims to increase social mobility and access to the profession.

Homelessness

We partner with End Youth Homelessness, a UK-based charity which aims to get young people off the streets and into accommodation, education and training and, ultimately, a job. We support people of all ages and groups facing particular barriers to employment through activities ranging from helping encourage them to secure a permanent home and work, through to serving food in kitchens.

Pro bono

Every year we provide free legal advice to hundreds of individuals and organisations. This work is done by a broad range of people at all levels within the firm and can be done from anywhere at any time.

Environment

At Eversheds Sutherland we understand that we have a responsibility for our planet and that our operations have a local, regional and global impact. We are committed to promoting the conservation of natural resources, preventing environmental pollution and continuously improving our environmental performance, which is why we have joined forces with The Wildfowl and Wetlands Trust (WWT), who we will be supporting on a bio-diversity programme over the next three years.

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