










**ReedSmith**  
Driving progress  
through partnership

Responsible Business  
EMEA **2023**



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“There are many elements to a responsible business.

This report brings together the multiple elements of our 2023 programme in the EMEA region and demonstrates the determination and breadth of our commitment.

I hope that you enjoy reading it.

Ensuring that Reed Smith is a responsible business is very important to us.

It is about who we are, and who we want to be.”



**Michael Skrein**  
Responsible Business Partner EMEA

# Pro bono



I am proud of our impact over the last year; our lawyers continue to go above and beyond every single day to support clients in need. We strengthened our long-term partnerships, while at the same time responding to emerging legal need. We collaborated with NGOs and law firms to design innovative projects and remained focused on the needs of our pro bono clients. I feel lucky to work with so many people across our network who share the same passion and dedication to pro bono.”



**Becca Naylor**  
Counsel, Head of Pro Bono EMEA

We provided more than **32,200** hours of pro bono support to charities, not-for-profits and low-income individuals across the EMEA region



## 2023 highlights

- We provided over **630 hours of pro bono advice** and representation to survivors of domestic abuse in need of protective injunctions through our **Domestic Abuse Response Alliance** in the UK.
- We supported single parent family charity **Gingerbread** in its intervention in a legal case regarding the alleged failure of the UK's Department for Work and Pension's Child Maintenance Service to take steps to recover maintenance payments from absent parents.
- We worked with the **Italian Coalition for Civil Liberties and Rights** in their Rule 39 Initiative to help prepare interim measures applications to the European Court of Human Rights on behalf of asylum seekers.
- Our **Environmental Working Group**, which explores new pro bono opportunities in the environmental space, expanded to explore support for local organisations out of our Athens, Frankfurt, Hong Kong, Munich, Paris and Singapore offices.
- Through our **Napier Barracks Refugee Project** we helped clients who were in the process of applying for asylum transfer out of Wethersfield military base and into more appropriate accommodation.
- Eighteen lawyers from our Brussels, Dubai, Frankfurt, Hong Kong, London, Munich, Shanghai and Singapore offices produced a 172-page criminal defender manual for **International Bridges to Justice**.

We continue our partnership with the **AHA Foundation** on its flagship project to produce legal guides for female genital mutilation (FGM) survivors and those at risk of FGM in various U.S. states. We partnered with Amazon for the delivery of some of these guides.



Watch online

## Pro bono



I am delighted with the pro bono involvement, engagement and commitment of the Paris office. Being a lawyer is an honour as we represent one of the most fundamental pillars of every democracy, and our role is to help and protect those who need it.”

**Natasha Tardif**, Paris Office Managing Partner

## Key stats

2023 was our best year on record for lawyer participation across EMEA.

Total hours

EMEA

**32,230**

London

**24,259**

**75+%**

lawyer participation in pro bono in our Athens, Brussels, Frankfurt, London, Munich, Paris and UAE offices

Highest percentage increase in participation

**77%** Hong Kong

**41%** UAE

**100%**

trainee participation in London for the twelfth year running

**100%**

lawyer participation in Brussels

Average hours

EMEA

**60**

London

**81**

Participation

EMEA

**79%**

London

**93%**

**5**

collaborations with our fee-earning clients



## Awards and accolades

- Winner of the Best Contribution by a Large Firm award and joint winner of the Best International Pro Bono Award for our collaborative Rule 39 Pro Bono Initiative at the **2023 LawWorks Pro Bono Awards**.



■ Our EMEA pro bono team at the 2023 LawWorks Pro Bono Awards

- Ranked second in The Best Law Firms for Pro Bono in the UK for 2023 by **Law.com International**.
- Winner in the Pro Bono Initiative of the Year category at **The Lawyer Awards 2023** for our collaborative Domestic Abuse Response Alliance.

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- Named joint winner twice at the **2023 PILnet Global Awards**.



■ Our involvement with the collaborative Rule 39 Pro Bono Initiative won the Global Partnership Award



■ Our collaborative Domestic Abuse Response Alliance Project won the Local Impact Award

- Three of our projects supporting refugees were recognised at the **2023 FT Innovative Lawyer Europe Awards**. Our Ukraine Refugee Project was recognised as being a 'standout' project. Our involvement with the Rule 39 Pro Bono Initiative was highly commended and our Afghan Pro Bono Initiative was commended.

## Congratulations!



Partner **Mark Pring** was awarded a fellowship by our longstanding pro bono partner the Queen Mary Legal Advice Centre for his outstanding and sustained contribution to the work and life of the Centre.



Associate **Voirrey Blount** (then trainee) was highly commended in the Best Contribution by a Junior Lawyer category at the 2023 LawWorks Pro Bono Awards.

## Pro bono



As part of our Ukraine Refugee Project, we have provided assistance to more than 45 individuals in their visa applications; this initiative has directly facilitated the arrival of over 30 individuals to the UK.”

**Nick Harris**, Ukraine Refugee Project Partner

## Access to justice

- We continue to support working parents and caregivers with employment advice through our partnership with **Maternity Action** and **Working Families**. Associates **Jonathan Andrews**, **Franky Paull** and **Bartek Rutkowski** were named Volunteer of the Month for their work with Working Families clients.
- We assist the UK charity **Support SEND Kids** by helping families of children with special educational needs and disabilities (SEND) with the Court of Protection’s deputyship application process to access money held in child trust funds. We are using the lessons learned from these applications to feed back to the UK Ministry of Justice on how the application process might be improved.
- We help children and their families regularise their immigration status in partnership with **Kids in Need of Defense UK** (KIND UK).
- We assist refugees and asylum seekers in Belgium through our **Brussels Legal Helpdesk** for asylum seekers.
- Our Paris office assisted a number of children in their family reunification requests in France and an Afghan lawyer in his asylum visa application, through our **Alliance Française Pro Bono pour les Afghans Project** in partnership with Safe Passage and other law firms. Our team also provided litigation support in relation to an asylum visa application filed with the French authorities for several Afghan citizens.
- We held training sessions with **Justice Without Borders**, a non-profit supporting migrant domestic workers, in our Singapore and Hong Kong offices on the common issues these workers face in these jurisdictions.



*What is so special is the real, life-changing impact this work has for our KIND clients. I am excited to continue this invaluable work and continue to assist some of the most vulnerable people in our society.”*

**Nathan Menon**, Partner







Becoming documented can mean everything to a child. The difference between stability and fragility, even life and death. KIND UK exists because no legal aid is available for the children we help, and without our partner law firms they would not be able to access proper legal assistance. By combining the existing skills and resources of our partners with our expertise in immigration and citizenship law, we deliver high quality advice and representation on a large scale to those who need it most. With a success rate of 99 per cent, this really is pro bono working at its best.”

**Katie Fennell**, KIND UK National Coordinator

In 2023, we collaborated on **21 international human rights projects** across EMEA

## Pro bono

### Advice for charities and not-for-profits

- We provide support to the **Social Finance Hot Desk** (SFHD), a unique service run by Prime Advocates that helps social enterprises and charities access free legal advice. We assist SFHD through an innovative secondment arrangement with lawyers from our Financial Industry Group in London, enabling the service to reach more charities in need of pro bono support.
- We advised **Listening Books**, a UK non-profit that provides audiobooks to people with reading difficulties due to illness, disability, learning difficulty or mental health issue, on its privacy policy and relevant data protection laws.
- Our UAE offices assist **Dubai Cares** with commercial, intellectual property and employment advice relating to its mission to provide children and young people in developing countries with access to quality education.

 *Reed Smith's unwavering commitment and expertise across various legal domains have proven invaluable to Dubai Cares. Their profound understanding of our organisational needs has played a pivotal role in fortifying the foundation of our philanthropic work. Through their concrete, effective and clear advisory, Reed Smith consistently extends support that goes beyond safeguarding, embodying a commitment to the enduring success and positive impact of Dubai Cares."*

#### Dubai Cares

### The Horizon Scandal Fund



Former senior corporate partner, now contact legal consultant, **Ian Fagelson**, worked for our pro bono client the Horizon Scandal Fund, setting it up, advising and fundraising for the charity that supports the many innocent postmasters and postmistresses who were victimised by the Post Office.

The charity has supported and still supports Horizon victims during their interminable wait for compensation.



Image courtesy of Nick Wallis



## International human rights



*In 2023, our lawyers contributed to many international human rights projects, covering topics such as the death penalty, FGM, human trafficking and child labour, racial justice, the environment, LGBTQ+ rights, disability rights, freedom of expression and assembly. Year after year, our EMEA offices come together to collaborate across borders, and to bring ‘people power’ to these important causes. We are pleased to work with so many incredible NGOs who are on the frontline in these areas.”*

**Jessica Tagg**, Associate, Pro Bono EMEA

- We continue to work with our longstanding pro bono client, **Lawyers Without Borders** (LWOB).



■ LWOB executive director, Robin Taylor (first left), and Kenyan prosecutor, Caroline Karimi (third from left), led a fantastic session in our London office to discuss LWOB’s ongoing global projects

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- We continue to support **Amicus** in representing individuals facing the death penalty in the United States.



■ Our London office hosted an insightful movie night in collaboration with Amicus and Clive Stafford Smith OBE from our pro bono client, 3DC

- Our London **Racial Justice Working Group** continues to assess areas of pro bono need relating to racial justice. A cross-office team is assisting **Transform Justice**, a UK charity working for a fair, humane, open and effective justice system, in comparing criminal record disclosure laws in England and Wales and the United States, as part of the charity’s efforts for criminal record reform in the UK.



*Reed Smith’s research has been instrumental in helping us build the case for reform of these outdated disclosure rules in an area that is sorely lacking in data and evidence.”*

**Alexandra Kimmons**, Campaigns and Communications Manager, Transform Justice

# Pro bono

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## 2023 EMEA leadership days

We held two leadership days for our EMEA pro bono partners and associates to discuss strategies for strengthening the pro bono practice in our local offices across EMEA.





## 2023 PILnet Global Forum

Associates Jessica Tagg and Charles Sauvage participated in sessions as part of the 2023 PILnet Global Forum in Brussels to discuss measuring the impact of pro bono and local pro bono projects in Brussels.



■ Jessica Tagg (centre)



■ Charles Sauvage (left)

## Data protection training

Twenty-five of our pro bono clients attended data protection training session at our London office.



## Congratulations to our pro bono stars!

Our EMEA offices put forward their 'pro bono stars' throughout 2023 so that we could celebrate their efforts and contributions. Thank you all!

## Thank you to our trainees and placement students!

Seven trainees and placement students spent time with our EMEA pro bono team in 2023, assisting our pro bono practice.



*I worked on a wide variety of projects with great impact, including asylum work, helping survivors of domestic abuse get injunctions against their abusers and even providing pro bono corporate advice to charities. My time with the pro bono practice has been an incredible experience. I could not recommend it enough!"*

**Anish Khanna**, Trainee, London

## Our global pro bono video

Our pro bono leaders and champions from across our global network talk about what pro bono means to them and the importance of our global pro bono practice to our firm, our people and our communities.



Watch online



## Our pro bono partnerships

We are proud to support all of our partner organisations in their important work, including:



# Diversity, equity and inclusion



Diversity, equity and inclusion (DEI) is central to our business and is reflected in the energy of our DEI programme this year. It was a year of change where we welcomed our new global managing partner, Casey Ryan, and our new global chair of DEI, Alan York, to lead on our DEI efforts. Our new leadership is keen to continue to foster an environment which is inclusive, that promotes mutual respect and understanding, where diversity is celebrated and allows all individuals to flourish and achieve their true potential.”



**Nav Sahota**  
Deputy of Diversity, Equity & Inclusion EMEA





## Our DEI mission

Our mission is simple: to deliver opportunity to everyone. We call it **All Rise**.

It is not enough for one of us, some of us or even most of us to succeed.

We will never stop working on this goal until all of us can succeed without exception.

We will deliver opportunity to everyone – whomever or wherever they are.

All seen. All heard. All valued. All included. **All Rise**.

From our willingness to be transparent and our constant evaluation of the performance and effectiveness of our DEI programme to working together on new DEI approaches and delivering a best-in-class working environment for our people, our core values are integral to our DEI goals.

## Our core values



integrity



excellence



teamwork &  
respect



innovation



impact

# Diversity, equity and inclusion


## 2023 DEI programmes and initiatives

### DEI Leadership Development program

Our **DEI Leadership Development program** provides training and opportunities to our partners, counsel and senior professional staff. **Of those who participated in the 2022/2023 program, 67 per cent** were eligible for promotion.

### DEI reciprocal mentoring programme

Our mentor/mentee pairings increased from **25** in 2018 to **89** in 2023

 Mentor pairing **Naz Tajbakhsh** and **Luke Debevec** answered the question, **“How valuable has the experience been for you?”**



*“The reciprocal mentoring programme has been an excellent opportunity for me to connect with a senior colleague and have an open and honest conversation about career paths, challenges and aspirations outside the ordinarily rigid rules dictating the framework for such discussions. Despite our different and unique journeys to where we are and intend to go, it has been very interesting to find so many (somewhat surprising and unexpected) commonalities in the landscape. To be able to have the benefit of Luke’s personal knowledge and first-hand experience of how to navigate that common landscape has been immensely valuable.”*

**Naz Tajbakhsh**, Associate



*“I am thankful for the opportunity to meet Naz through the reciprocal mentoring programme. We shared our unique perspectives and stories from our professional and personal lives and reflected on some similar experiences and valuable insights. I loved learning from Naz and getting a chance to know more about her and about her practice. I always look forward to our next meeting!”*

**Luke Debevec**, Partner



## DEI webinar series

In 2023, we launched a DEI continuing legal education series that was open to our personnel, clients, stakeholders and community partners. The series focused on three areas that we believe require prioritisation if we are to be successful in advancing our DEI mission across the legal industry.

**Session 1:** The data: DEI transparency and accountability

**Session 2:** The people: DEI recruiting and retention

**Session 3:** The culture: Inclusion, belonging and engagement



## *Inclusivity Included* podcast series

In 2023, we published **five** episodes with **1,828 downloads**.

Powerful personal stories that create candid discussions around DEI.

### **Top three downloads of 2023:**

1. Fostering inclusion for persons with invisible disabilities
2. LGBTQ+ communities: A global and intersectional perspective
3. Autism acceptance and benefits of neurodiversity

*Inclusivity Included* has published

**53** episodes  
with over  
**9,300** downloads  
since 2020



Listen to the full *Inclusivity Included* podcast series



Listen online

## 2023 DEI Summit – ‘DEI renaissance: redefining, rallying, revolutionising.’

More than **300** attendees participated in our seventh annual DEI Summit

Former NFL player, educator and advisor on gender, race and orientation equality, and global head of inclusion at Netflix Wade Davies delivered a thought-provoking keynote speech. He encouraged the audience to question everything and think critically. To reconsider the beliefs they deem true; and to rest in the idea that they may be wrong.

### Panel discussions included:

- DEI reimagined: Dispelling misconceptions and embracing inclusive excellence
- Rallying support: Building a global movement for DEI advancement

## Being a Black lawyer in London panel

- We collaborated with Shell UK on a legal DEI panel discussion that aimed to highlight different perspectives and experiences of Black lawyers.



■ Panellists at the Shell UK DEI legal panel discussion included Reed Smith associate Terry Prempeh, MC Mobility and Lubes USA Michael Thomas, SVP FinanceMobility, Shell Roland Ilube OBE, and Reed Smith responsible business manager EMEA Carole Mehigan

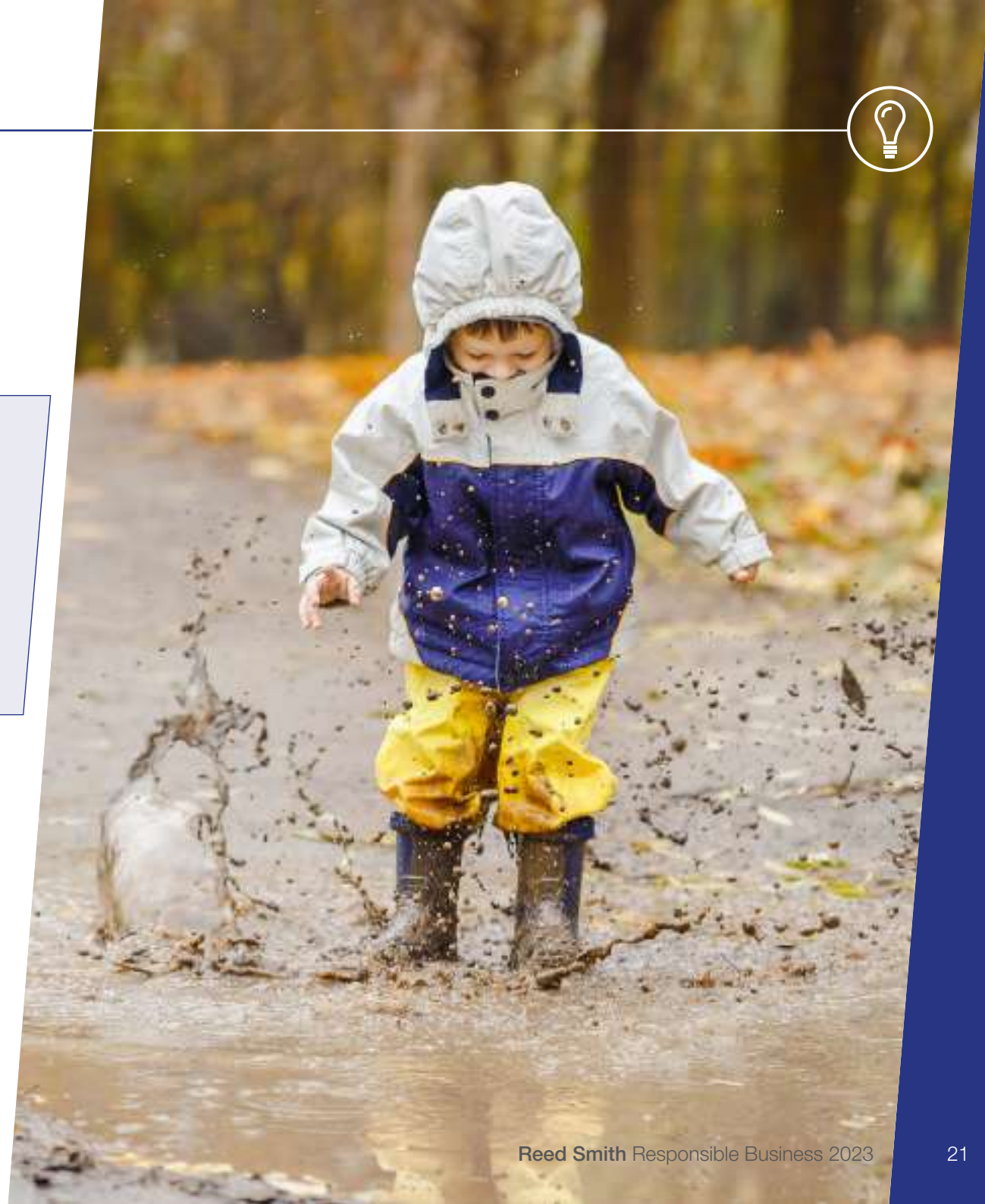


## Billable hours policy

The total number of creditable EMEA  
**DEI non-billable hours** increased from

**2,977** in 2021 to  
**4,166** in 2023

Our Billable Hours Crediting Policy recognises up to 50 hours spent annually on DEI and WINRS activities for all our timekeepers and contributes toward our firm's existing 140 hours of billable credit for non-billable work.



# Diversity, equity and inclusion

## Firm awards and accolades

### UK Mansfield Rule 2.0 Certified Plus

We were proud to achieve UK Mansfield Certified Plus status in 2023.

**Mansfield Certified Plus** status is awarded to firms that have reached at least 30 per cent diverse lawyer representation in a notable number of current leadership roles and committees.

Equity partnership **44%**

Office managing partners **100%**

Inclusion in pitches **54%**

Executive Committee (global) **57%**

Practice group leaders (global) **43%**

Staffing on matters arising from pitches **55%**



*DEI is important to us and it is also important to our clients. Given the firm's relationship ethos, we are focused on partnering with our clients on DEI. This includes helping them to further their own DEI objectives, providing them with more touch points with our diverse lawyers and looking to work together on joint DEI initiatives where we can progress our shared values."*

**Sakil Suleman**, DEI Client Partnering





- Honoured as the only law firm to be commended by the **National Organisation on Disability** as of 2023
- Named as one of the 2023 Best Places to Work for Disability Inclusion by the **Disability Equality Index**
- Received 2023 **Women in Law Empowerment Forum** Gold Standard Certification
- Received the Gender Equality Initiative of the Year category at the **2023 Women and Diversity in Law Awards**
- Recognised at the **Citywealth Powerwomen Awards**, as 2023 International Firm of the Year – Female Leadership
- Named as one of the Best Places to Work for LGBTQ+ Equality by the **Human Rights Campaign Foundation's 2023 Corporate Equality Index**, earning a perfect score of 100
- Named the **Transgender Legal Defense & Education Fund's (TLDEF)** 2023 Pro Bono Partner of the Year



■ Partner Margaret Campbell (centre) at the 2023 Women and Diversity in Law Awards



■ Global DEI chair Alan York accepted the TLDEF award on the firm's behalf

## Individual awards

- Global managing partner **Casey Ryan** and partner **Tamara Box** were named to INvolve's 2023 Heroes Executives Future Role Models List. Tamara was also named Law Firm Leader of the Year – Large Law Firm at the 2023 Women and Diversity in Law Awards



■ Tamara Box (centre) at the 2023 Women and Diversity in Law Awards

- Partner **Natsayi Mawere** was named to INvolve's 2023 Heroes Future Role Models List
- Partner **Paulette Mastin** was presented with the Lifetime Achievement in Law Award at the 2023 Black Counsel Forum conference
- Associate **Olivia Grant**, partner **Katie Grace** and counsel **Chu Ting Ng** made Brummell's 2023 Ones to Watch list, celebrating 30 of the City's most promising young professionals



Casey Ryan



Tamara Box



Natsayi Mawere



Paulette Mastin



Olivia Grant



Katie Grace



Chu Ting Ng



Jonathan Andrews





- Associate **Jonathan Andrews** was featured on the first-ever Enable Role Models list celebrating 20 changemakers worldwide driving disability, neurodiversity and mental health inclusion in business
- Partner **Margaret Campbell** was named in Brummell's 2023 30 Inspirational Women in the City: Pioneers list. She was also named on the Women of the Future's Top 50 UK Kindness & Leadership list



■ Margaret Campbell



## Diversity, equity and inclusion

### MulticulturalNetwork

“With Reed Smith’s All Rise DEI mission thriving, the Multicultural Network (MCN) is accelerating progression on the recruitment, retention and promotion of Black, Asian and ethnic minority personnel in the UK with our own pipeline initiative programme and also advising the firm’s graduate recruitment team. We remain focused on progressing inclusion and equity for our professionals and allies to bring impactful change.”



**Olivia Grant, Ali Ishaq, Nav Sahota, Clare Sutton,**  
MCN Co-Chairs

### MCN Pipeline Programme

In 2023, we launched our pilot MCN Pipeline Program, which provides support to help associates navigate their career and advancement through professional development training, mentoring and sponsorship from senior leaders, coaching and peer support opportunities.

“I’ve really valued being part of the MCN Pipeline Programme. It has allowed me to build and strengthen my relationships across the firm and really take ownership of my success and development. I’m excited to continue my career at Reed Smith.”  
Participant feedback

### Importance of personal brand

We hosted a lunchtime panel discussion where London partners spoke about the importance of personal branding, why it matters and how we may develop our personal brand to attract and engage clients, strengthen reputation and progress our careers.



■ Partners Gregor Pryor, Leigh Hansson and Panos Katsambas spoke on the panel



## Before Windrush and Saluting our Sisters – The history and contributions of Black British women

We hosted a memorable evening in commemoration of Black History Month. The event involved a networking session followed by an inspirational talk by keynote guest speaker and acclaimed historian David Olusoga OBE.



*“This was a fantastic opportunity to learn more about the lives and personal experiences of Black Britons who were living in the UK before the arrival of Empire Windrush in 1948, and to celebrate the crucial role that Black women have played in shaping British history.*

Attendee feedback

### Coffee with Casey

We held a formal coffee and Q&A session with global managing partner, Casey Ryan. We discussed ways to further develop diversity, equity and inclusion for Black, Asian and ethnic minority personnel at our firm.



## Social mobility

 We are dedicated to supporting students in providing them access to the legal industry through our insight events, work experience placements and mentoring assistance. These opportunities help to build their knowledge, aspirations and key skills such as presenting, teamwork and networking.”



**Carole Mehigan,**  
Responsible Business Manager EMEA

### Insight events

Insight events give students the opportunity to learn about the many different career opportunities within a law firm.



■ Speakers for Schools insight event



■ SMBP insight day

In 2023, we hosted **35 student programmes** at which over **300 firm and client volunteers** and **535 students participated** across our Leeds, London, Munich and UAE offices.



I really enjoy raising the aspirations of and sharing my experiences with young people who might otherwise not get the opportunity to see what is possible if they work hard. I was a beneficiary of opportunities at Reed Smith so it is important to me to do the same for the next generation.”

**Terry Prempeh, Associate**



■ World of Work event with The Prince's Trust



■ World of Work event for Yes Futures



■ Henwick Primary School insight event



*“I really enjoyed the activities, especially the Dragon's Den activity.”*

Henwick Primary School student feedback



■ Think Forward insight event



■ The Brokerage Bootcamp event

# Diversity, equity and inclusion

“ This opportunity perfectly reflected the demographics and culture of the company as all the staff were very welcoming and friendly straight from the moment upon arrival.”

Student feedback



■ City of Westminster College insight event



■ icanyoucantoo insight event



■ St. Paul's Girls' School insight event



■ Event for students from the U.S. Kogod Business School



# Diversity, equity and inclusion

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## Work experience placements

Throughout 2023, 19 students attended our work experience placements, supervised by 66 firm volunteers and 12 client volunteers.

We hosted three students from **St. Paul's Girls' School**; two students with disabilities from **The Kingston Academy**; two young women from **You Make It**; a student for a joint placement with **Reed Smith and NatWest**; and eight interns for our **UAE Internship Programme**.



■ Students who took part in our Reed Smith legal week

In 2023, our Paris office hosted two students for a one-week placement in partnership with **Viens Voir Mon Taf**, which helps disadvantaged students secure prestigious internships.

We partner with **Tournesol**, which integrates students and young adults with neurodivergent conditions into training and employment. Alexis, who is autistic, has been working with our Paris office since 2019. His role involves various admin tasks as well as distributing our mail and replenishing printer paper.



■ Alexis





## Mentoring

The mentoring programmes and events we co-hosted in London included a two-day micro-mentoring programme for **The Brokerage**; a mentoring programme giving support and advice to young women with **You Make It**; and employability events for **Providence Row** where our volunteers assisted with CV reviewing and mock interview practice.

Our Paris volunteers mentored prisoners in an annual eloquence competition organised by **Lire Pour en Sortir** at the Paris-La-Santé detention centre.

## Reading assistance

Our volunteers assist students with their reading at **Southern Road Primary School**, as well as through the **Chapter One** online reading programme.



## Diversity, equity and inclusion

# LEADRS

Disability Business Inclusion Group

“In the transition to work from a post-COVID environment, we have learned that remote and alternative ways of working can be highly successful, opening doors for people with conditions that might make physical presence or commuting difficult. We made progress in 2023 by establishing subcommittees that focus on specific areas and provide an opportunity for our members to get more involved. We have strengthened our connection to disability-focused organisations through partnerships, education and sponsorships, and significantly grown our membership, making great strides in our internal and external environment.”



**Carolyn Pepper**, Co-Chair LEADRS

“We really enjoyed taking part in the event and loved the intimacy of the small number of students attending, which meant we could talk to each student for a longer period of time.”

Client feedback from student disability career fair

## LEADRS subcommittees

In 2023, we established LEADRS subcommittees. These included recruiting/retention/promotion; clients/events/speaker series; accessibility; young professionals and social responsibility; neurodiversity; and confidential peer support liaison.

## Student disability career fair

In 2023, we hosted a career fair for students with disabilities.

The event gave students and young people with disabilities an opportunity to network and have honest and open discussions about career paths with our personnel and some of our clients from various industry sectors.





## International Day of Care and Support

### **Allyship and advocacy**

To mark International Day of Care and Support, we hosted an insightful panel discussion exploring the mindset and role of caregivers, allies and support groups, and what businesses and society must understand in order to become better allies.

Panel discussions included:

- Mindset and role of individuals, advocates and support groups when striving for greater representation
- Personal experiences, challenges and successes
- Balancing personal goals and ambitions with supporting responsibilities



# Diversity, equity and inclusion

## 2023 Disability Inclusion Summit

We held our fourth Disability Inclusion Summit – The Importance of and Interconnection between Representation and Allyship.

Panels discussed:

- Embracing AI as an ally, not a foe
- Navigating complexities of representation within education and industry
- Empowering businesses to become better allies in advancing disability inclusion





In 2023, associate **Jonathan Andrews** served as a judge of the Shaw Trust's Disability Power List for the third consecutive year. He also served as a judge of Bromley SEND Stars, recognising achievement for those with special educational needs and disabilities, as the chairman of its All-Age Autism Board, and continued to serve on the International Trademark Association's first-ever Diversity Council, as well supporting the Miranda Brawn Diversity Leadership Foundation's first-of-its-kind neurodiversity/disability scholarship, sponsored by our firm.



■ Jonathan Andrews served as a judge of Bromley SEND Stars



■ Jonathan Andrews with the Miranda Brawn Diversity Leadership Foundation

## Diversity, equity and inclusion

# mentalhealth

taskforce

“ In my personal mental health journey, the unwavering support I received from Reed Smith has been an anchor which has enabled me to navigate the waters of that journey. This support allowed me the precious time and space I needed to prioritise my recovery. As one of the creators of our firm’s Mental Health Task Force (MHTF), I’ve had the privilege of witnessing our organisation’s steadfast dedication to the mental health and well-being of its lawyers. It fills me with pride to be part of a firm that regards mental health with the same compassion and understanding as any other medical condition – free from stigma, devoid of shame.”



Mark Goldstein, MHTF Chair

## Webinars

### Empowering suicide prevention and mental health awareness

We organised a thought-provoking panel discussion on dismantling misconceptions and stigmas surrounding mental health and suicide. Our panel of experts shared actionable steps that individuals and organisations can adopt to contribute to suicide prevention efforts.

### Building a neuroinclusive legal workplace

Partner Mark Goldstein and associate Jonathan Andrews, along with thought leaders from Microsoft, presented a webinar with the American Bar Association Section of Civil Rights and Social Justice. The panellists discussed their experiences, the unique skills and abilities that accompany neurodiversity, the business case for hiring neurodivergent lawyers and best practices.





We've made some great strides in the dialogue about mental health in the legal industry, but that dialogue now needs to extend to law students as well." **Mark Goldstein**, MHTF Chair



## 2023 Mental Health Summit

We hosted our second Mental Health Summit where panellists provided insights into mental health issues in the workplace and what law firms, organisations and attendees can do to improve their mental health.

Panellists discussed:

- The aftereffects and uncertainty surrounding the pandemic and world events on employees' mental health
- The shift of focus of mental health professionals from solely what makes people unwell to what makes them thrive
- The role that employers play in reducing stigma and promoting employee mental health and well-being

## Law Student Mental Health Summit

In 2023, we hosted our inaugural Law Student Mental Health Summit. Over 500 virtual attendees, comprising law students, faculty and administrators, heard from leading mental health experts, legal industry professionals and peers about the unique stressors that can endanger law students' mental health and proactive steps we can all take.



# PRISM LGBTQ+

*Business Inclusion Group*

2023 brought us global victories and challenges that tested our perseverance, yet demonstrated our resilience. We faced setbacks with lawmakers in the U.S., UK and EU targeting the LGBTQ+ community. Nonetheless, Reed Smith never wavered in celebrating and defending LGBTQ+ rights. PRISM will continue to bring together our LGBTQ+ members and allies for fellowship and to fight for LGBTQ+ rights.”



**Tom Gates, Jess Parry and Nicolas Walker**, PRISM Co-Chairs

## Pride month

### **An unforgettable evening of inclusion and empowerment**

PRISM’s annual Pride Summer Reception was held in partnership with OutLeadership in London’s Quantus Gallery, with Adele Roberts as DJ for the evening.

The event was hugely successful, with over 200 attendees including clients, pro-bono partners and leading LGBTQ+ professional organisations. Our summer reception is an opportunity for LGBTQ+ professionals, allies and clients to connect, network and celebrate our shared journey towards equality.







### Asian Pride

Our Asian offices were thrilled to host for the first time a Pride celebration across the region, featuring a lively and interactive internal panel discussion in which the panellists shared their varied LGBTQ+ experiences.




### Pink News

In partnership with Pink News, we held a business community event, which focused on BI+ erasure and visibility in the workplace. Attendees learned about how businesses can create a safer space for bi, pan and queer people both in and out of work. The evening included a presentation from the UK-based charity Stonewall and a talk from PRISM co-chairs.

## Diversity, equity and inclusion



 In 2023, the Jewish Inclusion Committee (JIC) gained significant membership, made alliances and provided solidarity for the firm’s Jewish community. More than 30 of the committee’s members stepped up to lead on pro bono, recruiting and other efforts related to Jewish inclusion.”



**Simone Goligorsky**, JIC London Office Chair

### A safe and supportive community for Jewish employees and allies

Following events earlier in the year, a subsequent surge in antisemitism left many of our Jewish personnel devastated and determined to combat antisemitism. The JIC served as a source of community, connection and resources during this time.

We held open forums for our members and representatives from our senior management team, as well as our director of global security.

We also hosted a webinar event for our personnel and clients on legislative efforts to combat antisemitism and hate and promote allyship. U.S. congressman Brad Schneider joined our global managing partner Casey Ryan to discuss legislative efforts to combat antisemitism. Brad is co-founder and co-chair of the bipartisan Abraham Accords Caucus and a member of the bipartisan Task Force for Combating Antisemitism.

### Official Anti-Jewish Acts Project (OAJA)

Our JIC members, colleagues and summer associates worked pro bono to support OAJA’s global research database tracking antisemitic laws throughout history. Our teams conducted research regarding the United States (fourth and fifth circuits), Brazil, Canada, Croatia and Greece.

Antisemitism has been described as the canary in the coal mine of prejudice, as we see time and again that other types of hate – from anti-Muslim to anti-Black hate – rise alongside antisemitism. In 2023, we joined with our firm’s Black and African American business inclusion group to issue a statement condemning antisemitism and all forms of hatred.



## Celebrating Jewish holidays

The Jewish holidays are not only a time to celebrate but also an opportunity to spread awareness and understanding among all colleagues.



■ During Rosh Hashanah, the Jewish New Year, we enjoyed traditional apples and honey in our offices



■ We provided sufganiyot (jam donuts) in our offices during Hanukkah

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## Diversity, equity and inclusion

### MUSLIM INCLUSION COMMITTEE

“ In its inaugural year, our Muslim Inclusion Committee (MIC) has laid a strong foundation for cultivating a more inclusive workplace and providing meaningful support to Muslim employees. Our committee meetings played a pivotal role in fostering a supportive environment, facilitating outreach discussions and laying the groundwork for future initiatives aimed at enhancing inclusivity within the firm.”



**Sara Mohammed, Ruba Noor, Rizzy Qureshi, Sakil Suleman, Bassam Zohny, MIC Co-Chairs**

## Ramadan Tent Project

We have been helping pro bono client Ramadan Tent Project (RTP) on a range of matters. Award-winning charity RTP brings together communities and spreads the spirit of Ramadan through various initiatives, including organising inter-faith Iftars to break the fast together during the month of Ramadan. Most recently, we helped RTP with the registration of trade marks in the UK. Through correspondence and written submissions from our trade mark team, we have successfully overcome preliminary objections from the UK Intellectual Property Office, allowing RTP's trade mark applications to progress to registration.



■ Open Iftar at Royal Albert Hall by Acacia Diana for Ramadan Tent Project



■ Open Iftar at Trafalgar Square by Acacia Diana for Ramadan Tent Project



■ Open Iftar at VA South Kensington by Acacia Diana for Ramadan Tent Project

## Ramadan Iftar

Our Multicultural Network organised an Iftar event for our personnel at London restaurant Tayyabs, where they learned about Ramadan while enjoying great food together to mark the break of the day's fast.

Iftar is one of the religious observances of Ramadan, often done as a community, where Muslim people gather to break their fast together. The meal is taken just after the call to the Maghrib prayer around sunset.



■ Our UAE offices enjoying their annual Iftar dinner



# Diversity, equity and inclusion

## Asia

### Diwali

To celebrate Diwali, the Hindu festival of lights, our Hong Kong office enjoyed an Indian lunch together. They also experienced henna, the Indian hand art that symbolises good health and prosperity in marriage.





Every year, to encourage bonding and collaboration, Reed Smith in Asia puts a tremendous amount of effort into ensuring our colleagues are involved in the firm's DEI initiatives across all four of our offices in the region. Aligned with our global objectives, we are committed to upholding the firm's values to be the progressive law firm for diversity, equity and inclusion.”

**Praj Samant**, Managing Partner Asia

# Community volunteering



Community volunteering is an important part of the firm's responsible business ethos. The commitment from our firm and client volunteers during 2023 demonstrated this incredibly well."



Carole Mehigan  
Responsible Business Manager EMEA





Our community volunteering projects have been a fantastic opportunity to give back to our local communities. It has been wonderful to support some of the vulnerable areas across London, such as the elderly and adult carers, and carving out time to celebrate their achievements, personal development and who they are as individuals.” **Ben Gardner**, SQE Intern



## Create: Links

Our volunteers took part in printmaking sessions with attendees at a community centre for our elderly community outreach project.



*“Thank you for this wonderful volunteering opportunity. I thoroughly enjoyed the printmaking session with the elderly participants. It was great to see the difference the sessions have made to these people’s lives!”*

Volunteer feedback

## Providence Row

Our volunteers assisted Providence Row’s head gardener with looking after its rooftop garden for our garden challenge.



## Create: Release

Our volunteers assisted at various sessions for our adult carers community outreach project Create: Release.

# Community volunteering

## London

- **The Prince's Trust Palace to Palace cycle challenge** – volunteers from across the business took part in this event.
- **School-Home Support children's Christmas wish list** – volunteers bought presents for children living below the poverty line from Amazon wish lists provided by our charity partner.
- Volunteers from across our firm took part in the **Tour de Law cycling event** to raise money and awareness for Breast Cancer Now.
- Our volunteers took part in the annual **London Legal Walk** to raise money and awareness for London Legal Aid centres.



Tour de Law cycling event



The London Legal walk

## Paris

In 2023, our Paris team continued to participate in fundraising events for our long-standing charity partners.

- We participated in the inter-firm race challenge for **Action contre la Faim**, which works to stop world hunger and delivers life-saving care to people who are in need.
- We joined thousands of women in the all-women annual **La Parisienne** race to help support the fight against breast cancer.
- We helped charity **Secours Populaire** during the Green Santas week, setting up and sorting toys, then welcoming families and distributing toys.



Green Santas week



Annual La Parisienne race

## Beijing

We bought books and donated money to China's first university in Hotan Prefecture, Xinjiang.

## Hong Kong

- Volunteers from our office helped serve lunch, provided musical entertainment and handed out gifts of food and hygiene products to elderly attendees at the **Holy Café** at Cheung Sha Wan.
- Our volunteers participated in the Pink Day Breakfast fundraising event for the **Hong Kong Cancer Fund's Pink Revolution**.
- Our team once again completed the **Lifewire Run**, an annual charity event to raise funds for children and young adults with rare medical conditions and their families.
- We participated in the annual 8-Hour Charity Spin corporate wellness challenge for **Laureus Sports for Good**.



■ Holy Café community outreach



■ Breakfast event for Pink Revolution



■ 8-hour spin challenge



■ lifewire Run

# Community volunteering



Through our ongoing partnership with Theirworld and the Global Business Coalition for Education, we are helping children in the UK and globally to have the best start in life, a safe place to learn and skills for the future.

## United Nations General Assembly

At our New York office, Theirworld and the Global Business Coalition for Education (GBC-Education) – in collaboration with prominent partners including the Roger Federer Foundation – organised high-level meetings and events during the 2023 United Nations General Assembly in New York.



London partner and GBC-Education board member David Boutcher introduces Theirworld's Sustainable Development Goals VIP Dinner at the United Nations General Assembly

## Act for Early Years

Theirworld took its Act for Early Years campaign to the United Nations General Assembly, joining forces with partners, including our firm, to call on world leaders to prioritise investment in the care and education of the world's youngest children.



Act for Early Years



### Helping give children a safe place to learn

Theirworld is committed to giving all children a safe place to learn. Thanks to support from its partners, including our firm, Theirworld has implemented dozens of projects helping children to continue their education in times of crisis. This includes an initiative providing more than 70,000 laptops to children and teachers displaced by the war in Ukraine. The initiative has reached more than 1.5 million learners so far.

### Annual quiz

The annual Reed Smith Theirworld quiz in London was hosted by BBC presenter Ros Atkins, with comedy from Ria Lina. **We raised a total of £38,478.**



### Carol concert

In support of Theirworld, our London office came together for a festive carol concert at St Botolph-without-Bishopsgate. Hundreds of guests sang carols with our firm's newly formed choir and listened to readings from comedian and actor **Matt Lucas**, the former UK Prime Minister **Gordon Brown** and Secretary General of the Commonwealth **Baroness Scotland**.



# Our people





Reed Smith's value proposition is built on the foundation of its people. Each of us brings unique perspective, talent and personality that helps shape the identity and culture of our firm. Embracing a diverse and inclusive workplace isn't just a goal; we know through experience that it is the uniqueness of our people that inspires creativity and makes us more adaptable, innovative and resilient. We continue to believe that our working environment is a place where everyone can thrive, grow and feel valued through their contributions and the connections we build together."



**Gregor Pryor**  
Managing Partner EME

# Engagement and health

“In a world that is in flux, the provision of tangible health benefits that support workers’ needs, present and future, remain important. In 2023, our priority has been to provide access to mental health support for both individuals and their families. We have also collaborated with our benefit providers to deliver remote and on-demand content so people can access information at a time when it is needed or suits. We continue to deliver on our engagement action plans in the belief that work should be a place where colleagues feel they belong and where they can work, interact and have fun.”



**Jeni Taylor**, Director of Human Resources EMEA



“I absolutely love the Calm app and use it frequently. I appreciate being able to share with my immediate family as they use it also.”

Calm user feedback

## Mental health support

In 2023, we enhanced our support for mental well-being through the global implementation of Lyra, our new employee assistance programme, which provides eight sessions per year with a Lyra therapist. The programme is available for every family member in need of care at no cost.

We continued our corporate subscription to Calm, which gives personnel plus five members of their family access to Calm resources.

## Well-being

We worked with our vendors to provide a wide portfolio of seminars, in-person meetings and information on a wide range of subjects from menopause, anxiety, sleep, pension planning and personal financial budgeting.

## Employee engagement

Following on from our global engagement survey in 2022, our designated engagement champions have been focused on their group action plans with well-being a common theme. We are committed to running more targeted pulse surveys in 2024 to build on our engagement activity.





# Learning and development

Throughout 2023, our team was focused on enabling our people to reach their full potential through a variety of innovative programmes delivered locally, regionally and globally. A personal success was the launch of the Reed Smith Academy in UAE. In collaboration with Middle East professional law school Chancery Lane Institute for Professionals, the programme prepares individuals to sit the Solicitors Qualifying Examination (SQE) and acquire additional practice knowledge and skills, while still working for their employers or on secondment.”



**Katrina Watson**, Senior Learning and Development Manager

## Reed Smith Campus

Launched in 2023, Reed Smith Campus has fast become our firm's go-to destination for all learning opportunities. It is a centralised, easily accessible system for all personnel to find a wide range of live and recorded learning resources, including quick learning, e-learning and access to instructor-led training.

## SQE programme

We welcomed our first intake of SQE trainees in September 2023. They completed our 2022 SQE programme, which involved part-time placements in our business services teams and with clients, passing the SQE exams and studying electives such as dispute resolution and corporate finance.



## Reed Smith Associate Advantage

Our global programme for first- to third-year associates, Associate Advantage, saw the first EMEA regional retreat in the London office in 2023. We celebrated 39 associates' first year in practice with hands-on training sessions on commercial awareness, financial understanding and business acumen, all brought to life in a fun and competitive law firm business experience simulation. The new associates built strong connections by spending time with senior management and practice/industry group leaders.



■ The foundation cohort of the EMEA regional retreat of Associate Advantage

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## Our people

# WINRS Women's Initiative Network

Our commitment to the development, retention and promotion of women in the firm continues to be a prime strategic focus of ours.”



**Margaret Campbell,**  
Co-Chair, WINRS

## WINRS Mastermind programme

Following great success in previous years, the programme ran simultaneously in the United States and the EMEA region in 2023. It is designed for a small cohort of promotion-bound women. The mix of essential leadership skills, access to a community of mentors and sponsors and professional coaching enables our women to thrive professionally and continue their upward trajectory in our firm.

## London alumnae event

We held our annual women’s alumnae event at the Ham Yard Hotel Rooftop Gardens. The evening was a delightful blend of joy, camaraderie and insightful conversations that left a lasting impact on all attendees.



London women's alumnae event



## Partner retreat

We hosted our annual WINRS dinner at the 2023 partner retreat to celebrate another year of teamwork and growth. The accompanying substantive program fostered productive discussions about future goals and business development strategy.

## Summer Series

In our 2023 Summer Series, our panels addressed what our lawyers wish they had known when they started practicing law, building a relationship with a mentor and conversations about finding flexibility in a law firm practice.



■ 2023 partner retreat

# Our people

## WINRS Munich

Clients and colleagues networked, reconnected and socialised over good food and drinks at our WINRS event in the heart of Munich.



## WINRS Dubai

We organised a Mindfulness with Art event, at the stunning Zidoun-Bossuyt art gallery in Dubai. This event was specifically curated for women, with a focus on fostering well-being.

### Empowering women for success and personal growth

We hosted an event bringing together women in business for an evening dedicated to personal and professional growth, as well as networking opportunities.



## WINRS Athens

We hosted a dinner at restaurant Balthazar for women clients and partners from our London office.



■ WINRS chair (EMEA) Margaret Campbell held an afternoon tea in Dubai to celebrate International Women's Day



## WINRS Singapore

We held a breakfast seminar in Singapore on how the upcoming Workplace Fairness Legislation can empower women in the workforce.

The panel comprised NTUC Deputy Secretary-General Joanne Hui Fong Cham, Ms Shulin Lee, Minister of State Siow Huang Gan and partner Kohe Hasan (moderator).



## WINRS Paris

We welcomed founder and publishing director of Juristes associés Caura Barszcz, as part of a panel discussion in Paris with our lawyers about the place of women in law firms.



## Gender diversity in construction in UAE

We collaborated with global consultancy HKA on a webinar series titled 'Maximising Female Talent in Construction', that seeks to support the drive for greater gender diversity in the construction industry. The series brought together leading women in construction in the Middle East to share their experiences, challenges, successes and insights.



Read more about the webinar series

## UAE AI Maha all-Emirati Female Rugby Development Programme

In 2023, we renewed our firm's multi-year sponsorship of the UAE Rugby Federation's AI Maha all-Emirati Female Rugby Development Programme, which seeks to mentor and encourage Emirati women to participate in the sport, and has seen the team compete in various local, regional and international-invitational tournaments.







“It has been a real privilege to partner with the Al Maha all-Emirati female rugby team. Their growth and development over the last three years has been nothing short of remarkable and we are very proud to be able to continue to support them.”

Sachin Kerur, Office Managing Partner Middle East

# Green matters



In 2023, we saw great progress in our Global Sustainability Plan with fantastic engagement across our network of Green Teams and offices all pulling together to tackle our ambitious targets.”



**Elle Todd**  
Sustainability Partner

We have reduced our annual corporate business travel in EMEA by **one million km** resulting in a reduction of just over **1,000 tonnes of CO<sub>2</sub> emissions**

**2019** – our total emissions tonnes of CO<sub>2</sub>e

**3,033** 

**2023** – our total emissions tonnes of CO<sub>2</sub>e

**1,337**

In 2023, we sold over **20,000 hot drinks** in reusable cups, **eliminating the use of single use disposable cups.**

We introduced a **new recycling programme** to collect used or unwanted pens, felt tips, highlighters, markers, correction fluid pots or tapes, mechanical pencils and eraser pens. The fibres and plastics are recycled for manufacturers to make new products.

**Law.com International** ranked our firm as having the third lowest carbon emissions per partner among the top 50 law firms in the United Kingdom. **The survey found that our carbon emissions were around a sixth of the highest-emitting firm in the ranking.**

## Green matters

### Our Vendors

**ThirtyOne** – Our office canteen in London serves a new range of Benugo grab-and-go sandwiches packaged in recycled cardboard and cellulose plant-based plastic. Its water bottles are made from 100% recycled aluminium. Refilling them just 10 times avoids 170g of plastic waste and 790g of CO2 emissions.

We launched our **Grounds to Grounds** initiative in 2023. Our personnel in London can take home the organic nitrogen-rich waste coffee grounds from ThirtyOne to use as fertiliser.

**Santis Global** – Our couriers transitioned to a greener fleet by replacing older vehicles with low-emission models, including electric, hybrid or vehicles running on alternative fuels.



**Phoenix** – Our storage and retrieval vendor has reduced its carbon emissions by 530kg by making deliveries to our London office using an electric vehicle.

**Excel Executive** – Our taxi/car service provider has 390 active, fully electric vehicles and 820 plug-in hybrid vehicles operating from a fleet of 1500 vehicles, continuing to meet their environmental and sustainability targets with significant improvements in their all-electric and hybrid numbers.





## UAE

To mark **World Ocean Day**, our UAE offices participated in a beach clean-up in Dubai, organised by our pro bono client **Azraq**, a non-profit marine conservation organisation. Our team joined up to 100 volunteers from various local companies and schools in cleaning up harmful plastics and debris from the Sunset Beach coastline.



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## Paris

During **Sustainable Development Week** we published a daily newsletter on topics that included the United Nations' 2030 Agenda, our firm's Global Environmental Sustainability Plan for 2024 and a summary of our Paris office's green practices.



■ In Paris, we marked World Environment Day with an ecologically responsible breakfast.

# Our ethics



Our Code of Conduct sets out our core values, our commitments to our clients and to each other, and how we conduct our business collectively and individually. ”



**Moya Burns**  
General Counsel, EMEA



## Our standards

Our Code of Conduct supplements the regulatory obligations and professional responsibilities that apply to us. Together, these principles guide us in all that we do. We have policies and procedures in place and related training to support us in complying with these values and standards.

We are committed to ensuring that everyone has the opportunity to raise any ethical issues they may encounter, and feels empowered to do so. We have a support framework in place so that our people, and those we do business with, are encouraged to report concerns.

## Managing standards

We have a risk management and legal team dedicated to helping our firm and our personnel to uphold high standards of professional behaviour. We also have dedicated senior teams responsible for other areas of business risk, including IT security, business continuity, financial stability and accountability and procurement. Our approach to risk management is overseen by our Audit Committee, a subcommittee of our Executive Committee. These structures underpin the commitments we have made and behaviours we expect, as set out in our Code of Conduct, and promote ethical business.



# Key contacts







If you would like more information on our Responsible Business programme and initiatives, please contact our team:



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## Key contacts

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Other Responsible Business committee members:



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*General Counsel  
EMEA, Risk  
Management/  
Ethics*



**Margaret  
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*Partner,  
WINRS Chair*



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