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GLOBAL REVENUE ($000)

AWARDS

FIRM FACTS

GROSS REVENUE ($000)

GLOBAL HEADCOUNT

13,200

100% perfect score on the Corporate Equality Index

One of the best law firms for women

Working Mother Magazine

Law 360

Euromoney

World’s strongest legal brand for the ninth year in a row

AIA 2019

#10 in the Top 100 Employers

Stonewall 2019

78 OFFICES

46 COUNTRIES

#10

GLOBAL REVENUE ($000)

1 1.5 2 2.5 3

$2.9 bn

16% 19%

14%

14%
I am delighted to share Baker McKenzie’s 2019 Communication on Progress, which demonstrates many of the ways in which our Firm and our people have supported the UN Global Compact in the past year. Leveraging our global footprint and extensive resources, we are proud to make a lasting difference to many of today’s social and economic challenges.

At a time of environmental, social and geopolitical uncertainty — with mounting inequality and the increasingly tangible effects of climate change being felt — we believe that businesses must take a central role in fostering stability and strengthening accountability.

Our clients and our people believe this as well. They look to us to play our part as an ethical and responsible business — from fostering a diverse and inclusive workplace where we invest in the development and wellbeing of our people, to working to reduce our carbon emissions, and using our skills, creativity and influence to help solve some of the biggest challenges facing the world today.

This is why we remain committed to the UN Global Compact’s (UNGC) Ten Principles on human rights, labor, environment and anti-corruption. These principles are embodied in our core purpose and culture, and guide what we do. This year, we are also taking steps to align our global strategy with the UN Sustainable Development Goals (SDGs).

Aligning with the SDGs not only provides us with a comprehensive framework to advance our CSR efforts, it also gives us an opportunity to partner with like-minded people — from our clients, governments, multilateral organizations and civil society — and work together to realize the vision of a sustainable world.

This year, we have the honor of serving as a Patron of the UNGC’s Action Platform for Peace, Justice and Strong Institutions. We recognize that the rule of law is an essential foundation for economic growth and development — where the rule of law is strong, business leaders will have the confidence needed to invest in the future.

We look forward to continuing our partnership and collaboration with the UNGC, and look forward to an exciting year ahead.

Jaime Trujillo
Acting Global Chair
Understanding Our Impact and Responsibilities

Being a global firm has always been a part of our DNA. We employ over 13,000 people in 78 offices around the globe, and we partner with and advise many of the world’s top organizations. This global make-up allows us the opportunity to have a lasting positive impact on society, the environment and the communities and people we are connected with. We are actively committed to a sustainable world for the future in all that we do.

In 2018, as part of our global Firm strategy, we developed and adopted an expanded CSR approach that is aligned with the UN Sustainable Development Goals (SDGs) and focused on the environmental, economic, social and governance (ESG) areas where we can have the greatest impact.

Materiality Assessment

To develop our expanded CSR framework, we undertook a materiality assessment to identify and prioritize our most significant ESG issues. Approximately 1,400 external and internal stakeholders from around the world took part in the assessment, giving us insight into what matters most to our people, our clients and our wider community.

We also mapped our highest prioritized ESG issues against the UN SDGs and their 169 corresponding targets in order to identify which global goals the Firm is best positioned to support going forward.

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Stakeholders

Significance to Baker McKenzie

Over the coming year, we will evaluate the management practices related to our highest prioritized ESG topics to identify gaps and areas for improvement. We anticipate that this will include setting targets and KPIs, where appropriate, with respect to our support of and engagement with the SDGs.

We believe that this bolder, more strategic approach will enable us to align sustainable practices across our Firm, focus and prioritize our efforts, and meet the expectations of our stakeholders, while creating shared value for our people, our business and society.

Environmental

Social

Economic

Governance

Lower Tier Topics

A = Tax Practices
B = Marketing Practices
C = Community Engagement
D = Supply Chain Accountability
E = Improving the Standard of Legal Practice
F = Sustainable Buildings
G = Rule of Law & Legislative Compliance
H = Waste Management
I = Risk Management
J = Environmental Stewardship
K = Transparency & Public Policy
L = Stakeholder Engagement & Partnerships
M = Use of Artificial Intelligence (AI)
Operating sustainably and responsibly underpins our Firm’s purpose and strategy and reflects our commitment to our people, our clients and our communities. Our efforts reflect our commitment to align our policies and operations with the United Nations Global Compact’s principles and to support the UN’s Sustainable Development Goals. We strive to integrate environmental sustainability meaningfully into our business strategies, operating models and critical processes. Our Materiality Assessment confirmed the importance of environmental responsibility to our people, clients and communities. We contribute to environmental sustainability through strategic partnerships, pro bono and community service initiatives, and through our Climate, Environment and Energy practice groups.

Principle 7: Businesses should support a precautionary approach to environmental challenges.
Principle 8: Undertake initiatives to promote greater environmental responsibility; and
In April 2017, we launched B-Green, our internal global environmental management program, designed to help our offices around the world become more environmentally sustainable. The program provides a road map (see infographic) for each office to follow, along with tools and guidance to help them measure, evaluate and incrementally improve their environmental performance. The program provides training, guidance, best practice materials, and a bespoke software platform that allows each office to assess its performance, record carbon emissions data, and set goals for improvement year on year.

**A QUALITATIVE AND QUANTITATIVE APPROACH**

Each year, as part of the B-Green program, offices complete a qualitative self-assessment of their environmental practices and set aspirational targets for improvement. Based on this self-assessment, offices receive a Star Rating score reflecting the maturity of their approach to environmental management.

In the program’s first year, offices established foundational best practices with a focus on carbon management and paper consumption. Sample measures include digitization of processes, shifting to a more robust electronic document management system, and investing in energy-efficient technology. These themes were prioritized as they represent areas where our offices have both significant environmental impact and opportunity to improve.

As B-Green matures, we will incorporate additional themes, such as waste management and travel, to drive continuous improvement. To complement these qualitative measures, our offices have begun recording their annual carbon emissions data, including energy consumption, paper consumption and business air travel.

As part of our alignment with the UN Sustainable Development Goals, we will evaluate the feasibility of setting an emissions reduction target in the coming year.

**B-GREEN OFFICE VISITS**

This year, a member of our Global CSR team visited B-Green teams in 14 of our largest offices, accounting for approximately 50% of our global footprint by headcount. The aim of the visits was to validate B-Green program implementation, and to increase awareness of and engagement with environmental sustainability efforts. Each visit featured presentations and training, as well as a session with office management to verify the qualitative and quantitative data they have reported and to troubleshoot any issues with data collection processes.
CARBON OFFSETS

As part of our wider environmental strategy and existing efforts to lessen our environmental impact, we have committed to offset all business air travel associated with the Firm’s annual and regional partners meetings. We have selected providers who are verified and monitored by leading certification standards bodies, and whose offsets provide social benefits in addition to carbon abatement, such as reducing poverty, improving health, empowering women, job creation, or other benefits to local communities.

Based in the Western Honduran highland region, Proyecto Mirador’s carbon credits derive from providing clean cook-stoves that improve the health and environment for Honduras’s rural poor, while also helping to alleviate poverty. With more than 37.1% of its forests disappearing since 1990, rural Honduras is a significant contributor to global climate change. An estimated 65% of families in Honduras live in poverty, with 56% of rural households subject to extreme poverty.

In the locations where Mirador works, 82% of households use indoor wood burning stoves. Smoke and soot are a serious health risk, especially to women and children who spend the most time near the stove. By contrast, Mirador’s stoves require half the firewood and run more efficiently — each stove reduces CO2 emissions by nearly 15 tons over its five-year life.

Beyond reduced CO2 and deforestation, families gain back the significant time they would otherwise spend daily to gather firewood, freeing children to attend school and women to focus on other priorities. Finally, construction, installation and monitoring of the stoves create jobs locally and provide a boost to the local economy. In FY17, it is estimated that Baker McKenzie’s offsetting efforts have helped to fund around 83 stoves — the equivalent of avoiding five hectares of deforestation in the span of five years.

With projects based in Kenya and DRC, Wildlife Works is the world’s leading provider of REDD+ (Reducing Emissions from Deforestation and Degradation) credits. REDD+ was originated by the United Nations to help halt the destruction of the world’s forests. Wildlife Works’ ground-breaking REDD+ initiative protects over 500,000 acres of highly threatened Kenyan forest, securing the entire wildlife migration corridor between Tsavo East and Tsavo West National Parks, and brings the benefits of direct carbon financing to more than 100,000 people in the surrounding communities. The essence of the Wildlife Works REDD+ conservation strategy is based on job creation. Jobs create a viable alternative for people who have previously had to destroy their environment just to survive. Some of the jobs created at Wildlife Works’ REDD+ projects include conservation rangers, factory workers, horticulturalists, machinists, seamstresses, foresters, carpenters, construction workers, drivers, mechanics and administrative personnel.

EARTH DAY 2018

In line with the official global 2018 Earth Day theme, “End Plastic Pollution,” 70 Baker McKenzie offices worldwide celebrated by hosting local screenings of the award-winning documentary, “A Plastic Ocean,” which chronicles the impact of plastic pollution on the world’s oceans and served as inspiration for our offices to reduce single use plastic consumption. Held throughout the month of April, screenings were supplemented with engaging activities such as panel discussions with guest speakers from NGOs, conservation experts, and other community organizations, lunch-and-learn events with staff and events with Firm clients.

We also convened screenings at the Firm’s annual EMEA Partner Meeting with guest speakers Heike Vesper, director of WWF Germany’s Marine Program, and award-winning artist Maria Cristina Finucci, creator of The Garbage Patch State.

EARTH DAY 2018

COMMUNICATION ON PROGRESS REPORT 2019

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Our Global Meetings & Events Team continues to put sustainability at the heart of its planning and decision-making. The Greener Meetings Initiative, which launched in 2014, has been a guiding principle as the Meetings team and Global Sustainability Committee work together to reduce the environmental impact of Firm meetings. A range of measures guides the planning process, including green meetings checklists and action plans, which provide best sustainability practices and help inform sustainable choices, and a questionnaire for venues to help meetings planners assess their “green” credentials. On the ground, our meetings team implements numerous operational changes to help reduce, reuse and recycle.

Our Renewable Energy and Clean Technology Practice advises on structuring environmental transactions and projects, with the aim of delivering environmental and climate benefits. Our lawyers have worked on pioneering deals, including setting up the first carbon offset project in the United States and drafting the first carbon funds, and advising on innovative international transactions.

In 2017 we became the first law firm member of the World Business Council for Sustainable Development (WBCSD), a CEO-led organization of over 200 leading businesses working together to accelerate the transition to a sustainable world. WBCSD is working with a growing number of WBCSD work streams and projects on a pro bono basis. These projects range from advising on the Soft Confidence Framework, which we are writing a growing number of WBCSD work streams and projects on a pro bono basis. These projects range from advising on the Soft Confidence Framework, which our Climate Practice also has a long history of counseling and providing pro bono work on corporate governance issues.

We are also extensively involved in a substantive corporate governance project focused on evaluating and enhancing board consideration of risks and sustainability matters. Working with Deloitte, we are reviewing governance requirements in 12 jurisdictions, interviewing board members across those countries, and developing recommendations for enhancing board performance.

For the past year, we have been working on pro bono outside counsel to the GNIplus, which provides pro bono support to the United Nations Framework Convention on Climate Change (UNFCCC) and COP/MOP meetings, including the latest COP24. We also closely follow the development of negotiating issues arising out of those meetings. Notably, we acted as advisers to the Fijian government in its role as the president of the 23rd COP. We acted as advisers to the Fijian government in its role as the president of the 23rd COP.

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Our Environmental Practice comprises over 300 lawyers around the world who help to prepare companies for the risks and opportunities posed by environmental law and regulation, and promote sustainable business practices through key international partnerships. The Group advises clients on varied issues, including traditional environmental law, clean and renewable energy and biodiversity issues. It is continually matched as one of the best environmental teams across industry sectors and industries.

Our Climate Practice was the first in the world. Over the last 20 years, we have worked on pioneering deals, including setting up the first carbon contracts, drafting the first carbon funds, and advising on innovative environmental funds, green bonds, climate finance, philanthropy, climate finance, investment in renewables and other climate solutions.

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In our first pilot project, we are advising Kenya on options to address water shortages in the Nairobi water basin that are exacerbated due to the effects of climate change. In particular, we are conceptualizing and undertaking a feasibility analysis for a pilot water trading program as a potential policy option to address water shortages.

- Funded by the Australian Department of Foreign Affairs and Trade, we are taking indigenous Australian savanna fire management techniques to Botswana, working closely with the Kimberley Land Council.
- Our London office hosted a workshop in collaboration with the World Economic Forum, and in support of its Climate Governance Initiative, which aims to enhance the climate competence of corporate boards, to enable informed investment decision-making and to encourage systems and long-term focused climate risk and opportunity management.
- We played a key role in the establishment of Australia’s first private carbon trading fund, advising on the structuring of the Aboriginal Carbon Fund (now called the Reducing Carbon Building Communities Fund). This is the first private carbon fund established to invest in Australian emission reduction fund (ERF) projects undertaken on indigenous land or with the involvement of indigenous communities.
- In San Francisco, we organized the Talanoa Dialogue on Financing the Road to Resilience and Net-Zero Economies with key sustainable finance experts from Goldman Sachs, World Bank, IFC, Deutsche Bank, BlackRock, HSBC, Citi, EIB, Mucquarie, LDI, and Rockefeller, among others.
- In a joint venture with BHP Billiton and Conservation International, we continue to harness private sector finance to contribute to the conservation of the world’s forests through the Finance for Forests Initiative. Established to encourage greater private sector engagement in projects that reduce emissions by protecting and restoring forests, the initiative provides the foundation and framework for private sector actors to lead on climate change solutions via REDD+.
- Our Energy and Finance Practice Group in Johannesburg advised on the first biomass project to be concluded under South Africa’s Renewable Energy Independent Power Producer Procurement Programme (REIPPP).
Our Sydney lawyers have been working on behalf of the BHP Billiton Foundation to develop and structure the 10 Deserts Project. This is the largest conservation project in the world, preserving indigenous culture and indigenous lands for generations to come. The 10 Deserts area of Australia is the world’s largest network of connected protected zones, and spans over more than 35% of the continent. Home to highly diverse ecosystems and rich in unique plant and animal life, the area and its inhabitants are under increasing threat due to vast destructive wildfires, invasive noxious weeds and feral animals. The impact of these threats is exacerbated by climate change. The project will address these threats by engaging indigenous rangers and land managers, who have been settled in the area for over 50,000 years, and complementing their ecological knowledge with contemporary methods. Supporting and empowering the indigenous landowners to protect and cultivate the area is critical to safeguarding both the desert region and the livelihoods of those who are settled there. The employment opportunities supported by this project will help to sustain remote indigenous communities for generations to come.
Leonardo DiCaprio Foundation, Sunergise, the Fiji Fijian charitable trust is joining forces with the Ministry for Economic Cooperation and Development to establish the launch of a new Rural Electrification Program — the first ever by an emerging economy and only the third by a sovereign after France and Poland. Fiji’s Sovereign Green Bond, raising USD 30 million in international donor support for its COP presidency and other climate-related investments, which involved establishing the Fijian National Climate Trust Fund. We are also advising on climate finance — into climate adaptation, as well as the flow of climate finance — especially private sector and insurance to develop and incubate transformational and scalable initiatives that will ultimately increase the resilience of Pacific Small Island Developing States (PSIDS) governments and broader community and insurance to develop and incubate transformational and scalable initiatives that will ultimately increase the resilience of Pacific Small Island Developing States (PSIDS). The report outlines the fundamentals of corporate power purchase agreements (PPAs) and outlines the steps corporates can take in securing cheaper energy supply as part of an energy buyer group. We are also helping to create and establish the Pacific Climate Finance and Insurance Incubator, with EUR 125 million seed funding from Luxembourg. This is intended to become a more sustainable investment bank.

We provide dedicated guidance on sustainability to help companies make informed decisions and guide policy makers on future legislation.

To support practical implementation of the Climate-related Financial Disclosures (TCFD)’s recommendations, we co-produced a series of market reviews together with the Principles for Responsible Investment (PRI). Our publication, “Relevance of recommendations of the Task Force on Climate-related Disclosures in particular jurisdictions,” examines how the TCFD’s voluntary recommendations integrate into existing material risk disclosure regulation and soft law in specific markets, and how investors and companies in those markets can apply them.

We have prepared “Green Hedging: A Guide to Structuring Corporate Renewable PPAs” with support from WWF-Australia and the New South Wales Office on Environment and Heritage. Aimed at decision makers, the report looks at best practices across the economy and aims to demonstrate the relationships between decarbonization and long-term financial performance. This information is critical to investors and policymakers, alongside the demands for increased transparency and accuracy in corporate reporting and comparable performance measures.

Our Buenos Aires office co-wrote a report with the World Business Council for Sustainable Development on corporate renewable PPAs in Argentina. The report was developed as part of WBCSD’s broad efforts to accelerate the deployment of renewables and the transition to a low-carbon electricity system.

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We continue to actively participate in international climate change negotiations. The Global Climate Change Team advised the Republic of Fiji in its presidency of the 23rd Conference of the Parties (COP) to the United Nations Framework Convention on Climate Change (UNFCCC) and its engagement throughout the year. Fiji is the first small island developing state to host a COP.

We are working with Fiji and the Asian Development Bank to assess legal barriers in Fiji’s electricity and transport sectors that will limit future investment to achieve their 100% renewable energy goals and shift to cleaner transport. Finally, we are advising on the development of the Fiji Development Bank to become a more sustainable investment bank.

Thought Leadership

The Firm’s Real Estate Practice Group has established a Global Sustainability Subcommittee to focus solely on the challenges, drivers and opportunities for sustainable building. In 2015, we began publishing our Global Sustainable Buildings Index, now in its second edition.

We are helping to create and establish the Pacific Climate Finance and Insurance Incubator, with EUR 125 million seed funding from Luxembourg. This is intended to become a more sustainable investment bank.

We have contributed to “Global 250 Greenhouse Gas Emitters: A New Business Logic,” published by Thomson Reuters in collaboration with CDP. The report looks at best practices across the economy and aims to demonstrate the relationships between decarbonization and long-term financial performance. This information is critical to investors and policymakers, alongside the demands for increased transparency and accuracy in corporate reporting and comparable performance measures.

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Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and


SOCIAL

Our people are our biggest asset. That’s why we are committed to fostering a diverse and inclusive workplace. Where development is encouraged, wellness is supported, and equality is paramount, everyone can fulfill their potential. We strive to use our skills, creativity and influence to promote dignity, human rights and equality in every aspect of what we do. Whether fostering our own internal culture, interacting with global clients, or engaging with the communities where we live and work, we are guided by these principles.

These commitments are at the core of who we are as a Firm. They are underpinned by our support of the UN Global Compact’s principles on human rights and labor, and reflected clearly in the results of our materiality assessment.
DIVERSITY AND INCLUSION

Baker McKenzie strives to be a community where everyone can reach their full potential, a community where differences are celebrated. We seek to create the best workplace for every employee, regardless of their orientation, belief, background, ethnicity or personal needs.

To this end, we are engaged throughout the Firm in building a culture of full inclusion, and diversity is a top priority. Our commitment is genuine and passionate, and does not stop at our office walls. In addition to implementing a full suite of diversity and inclusion (D&I) support and development initiatives, we are deeply engaged in D&I efforts in the communities where we work. Diversity is fundamental to our identity at Baker McKenzie. As one of the world’s largest global law firms, this inclusive mindset enables us to deliver the highest quality services to our clients.

We take deliberate action to provide safe environments for all our people. Our zero tolerance policy supports the fact we believe everyone deserves respect, protection from harassment, support and equal treatment. It is not an aspirational — professionally, financially or socially — on the basis of who they are.

As outlined in our Code of Business Conduct, all personnel decisions must be made only after a fair and thorough investigation into the facts, without regard to differences in sex, gender identity or expression, age, sexual orientation, gender identity and expression, marital status, pregnancy, and disability.

In addition, we柰loned-of-the-first-law-firms-to-sign-the-Mindful-Business-Charter-committing-to-change-avoidable-working-practices-that-can-cause-mental-health-and-wellbeing-issues-for-employees. The charter represents the first time financial and legal services providers have come together to reach a shared agenda for supporting mental health wellbeing.

In Tokyo, our partner Hiroshi Kondo (left) joined the Japan In-House Lawyers Association, Women in Law Japan, and Mori Hamada & Matsumoto in expressing support for the legal recognition of same-sex marriage in Japan.

In London, Baker McKenzie presented Social Mobility Week, hosting a panel discussion with external speakers discussing “Social Mobility: can employers address a divided nation?”

In London, Baker McKenzie hosted a special Social Mobility Week, featuring personal stories from our people, and including a panel discussion with external speakers discussing “Social Mobility: can employers address a divided nation?”

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Members of our Global Diversity & Inclusion Committee discussed how to make the Firm a better workplace for all our people. From left: Global Diversity & Inclusion Director Anna Brown, Hong Kong Partner Loke-Khoon Tan, Global Diversity & Inclusion Chair Constanze Ulmer-Eilfort, Chief Talent Officer Peter May, Global Director of Operations Kate Stonestreet, and London Partner Sunny Mann.
We believe women must be leaders at all levels of the Firm. We seek to foster women leaders in our senior global roles, but we are also focusing on ensuring that women are leaders of our most significant client relationships.

Since 2012, we have adopted a gender policy designed to encourage the recruitment and retention of more women, and provide greater opportunities and support for women to assume leadership roles. At the partner level, we have set gender diversity aspirational targets — we are working to ensure that women comprise at least 40% of local and national partners, and at least 30% of principals and those in leadership positions.

On International Women’s Day 2018, we launched HeForShe at Baker McKenzie. A UN initiative, HeForShe invites people around the world to stand together to create a bold, visible force for gender equality, and to take action right now to create a gender equal world. Our Firm aims to engage all our people as active allies and champions for gender diversity; encourage and increase dialogue, understanding and commitment to gender inclusion through shared stories and public declarations; and create a culture of openness by speaking up and receiving feedback about actions and decisions that affect the experience and progression of women at Baker McKenzie.

Baker McKenzie is delighted to have signed the Women’s Empowerment Principles (WEP), an initiative of UN Women and the UN Global Compact, to guide businesses on promoting gender equality and women’s empowerment. The principles outline seven steps that businesses can take to promote gender equality in the workplace and in society. In signing the WEP, we reaffirmed our commitment to establish high-level corporate leadership for gender equality, treat all women and men fairly at work by respecting and supporting human rights and non-discrimination; ensure the health, safety and well-being of all our men and women employees; promote education, training and professional development for women; implement enterprise-wide policies and practices that empower women; promote equality through community initiatives and advocacy; and measure and publicly report on progress to achieve gender equality.

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<th>GENDER</th>
<th>OUR GLOBAL ASPIRATIONAL TARGETS AND PROGRESS</th>
<th>UN WOMEN’S EMPOWERMENT PRINCIPLES</th>
<th>LIFT</th>
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<td>Local Partner</td>
<td>Principal</td>
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<td>Leaders Investing For Tomorrow (LIFT) is a landmark sponsorship initiative for women at our Firm, designed to support key talent to progress to senior roles. A personalized, highly focused 12-month leadership development program, LIFT involves high-potential women partners (sponsees) and principals (sponsors) working closely with practice group leadership to accelerate opportunities for career advancement. We recently invited 23 women partners to our LIFT 2.0 Residential, a two-day event which gave them the opportunity to discuss the purpose of the sponsorship and how to elevate their leadership at the Firm.</td>
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COMMUNICATION ON PROGRESS REPORT 2019

CULTURE AND ETHNICITY

As a global law firm, we believe the many geographies in which we operate enhances and adds to the cultural richness of our Firm. This is why we build practices from the ground up, taking local cultural values and idioms into consideration wherever we practice law. We have a strong desire to address a lack of equity around the world and encourage each of our offices to deliver equal and others diversity in a way that is representative of their local culture, people, clients and business environment, as we recognize the challenges in connection with the underrepresentation of ethnic minority groups in the communities where we work.

At our Annual Partners Meeting, Firm D&I leaders facilitated a workshop promoting cross-culturally study tips to help our colleagues navigate around a new culture and country.

The eight dimensions of culture were also enumerated and compared: hierarchy, group, relationships, communication, time, control, and aligned with the current Developmental Framework. The eight dimensions of culture were also compared: hierarchy, group, relationships, communication, time, control, and aligned with the current Developmental Framework. The workshop covered global mindset attributes and was presented to show how it can help the participants to advance our racial and ethnic diversity goals, our London office continues to create an environment where people feel comfortable talking openly about race and ethnicity. Colour blind recruitment, removing the potential for discrimination.

Wellness and Agile Working

Baker McKenzie was the first law firm in London to introduce increasing the representation of ethnic minorities. Brave is one of a number of our Firm initiatives which focuses on mental health first aid training to the office.

Mental Health Month, our BakerBalance committee in Australia hosted panel sessions on ‘Wellbeing in the Law’ and ‘Understanding Anxiety’, focusing on the importance of social connections in improving our overall workplace. Through our Colour Brave initiative, a program developed to remove stigma associated with mental health, the sharing of personal experiences to support our clients’ mental health and wellbeing, the London office is also collaborating to share best practices with other law firms and financial services providers. They will also be rolling out mental health first aid training to the office.

We are committed to a holistic approach to the development and support of our people and their performance. BakerWellbeing is a global initiative of education, activities and support. Our goal is sustainable high performance in a caring and psychologically safe environment, an environment which is vital for our people and our clients. BakerWellbeing is a global initiative of education, activities and support.

Wellness and Agile Working

Health and Safety Work Environment

As outlined in our Code of Business Conduct, the Firm does not tolerate harassment of any kind in the workplace, whether in or outside the office, or through social media. We are committed to maintaining a healthy and safe work environment at all offices. Dangerous, abusive or violent behavior, or the threat of such behavior, is prohibited and will not be tolerated.

Professional Support and Development

We are committed to developing the talents and skills of our people, and we actively promote a culture of learning. Our lawyers and business professionals are encouraged to expand their knowledge and expertise throughout their careers. This culture of learning is underpinned by our comprehensive Development Framework, one of the first of its kind adopted by a law firm and selected by Harvard Business School as one of its best practice case studies on talent management. The framework outlines the skills and personal qualities employees need in order to be successful when working here, and offers a clear roadmap to success to help employees fulfill their potential. The framework takes into account all the complexities, challenges and opportunities of a dynamic career, and it provides everyone in our Firm with a common language for discussing performance.

This year we launched Baker McKenzie University, our holistic and aligned approach to learning at the Firm. From global onboarding and orientation through the BakerWay platform to investing and unlocking the potential of our senior leaders on the Partner Leadership Program, we are committed to the ongoing development of our people.

Disability

At Baker McKenzie, we are committed to cultivating a workplace which is inclusive of all abilities. Any person with a disability must be treated equally and reasonable adjustments must be made in individual circumstances.

Our Firm has started its disability awareness initiatives, including a talk delivered by a representative of the local Disabilities Affairs government unit. The session revolved around international and local laws, types of disabilities, disability barriers and government benefits. The Center is also partnering with local organizations to continue the disability awareness campaign among its staff.
Everyone should feel comfortable in the workplace, regardless of their sexual orientation or gender identity and expression. We are committed to creating and maintaining an open and supportive working environment. This includes equal opportunity for advancement and development within the Firm regardless of sexual orientation, gender identity or expression, and the equal provision of benefits to same and opposite sex partners or spouses.

As part of our commitment to our LGBT+ people and communities, we maintain a zero-tolerance approach to any form of discrimination, victimization or harassment by or against any of our people, based on their actual or perceived sexual orientation or gender identity and expression. We provide appropriate training and education to our people to allow them to contribute to creating an environment free of discrimination, unconscious or otherwise. Our Firm supports opportunities for engagement with our clients on LGBT+ issues, including communicating and sharing best practice. Finally, we maintain policies and procedures which ensure that LGBT+ people and their significant others are treated with welcoming acceptance and with the same dignity and respect that we show all others.

We have developed a statement in support of our transgender community: “At Baker McKenzie, we are not neutral. Our goal is to ensure the safety, comfort and respect of all our people, while maximizing workplace integration and minimizing stigmatization. We do not permit or tolerate discrimination. We want to publicly demonstrate our support for all transgender individuals within our Firm and their partners. We are proud to have recently launched a policy in North America, and in London, which addresses the needs of transgender, gender non-conforming and non-binary employees. These guidelines clarify how we protect the legal rights and safety of all trans employees and support our wider Global Code of Business Conduct.”

The Global LGBT+ Business Resource Group (BRG) developed and sponsored a range of initiatives designed to further our global commitments to diversity and inclusion while enhancing support for all our LGBT+ people, wherever they are located, and promoting LGBT+ advocacy.

LGBT+ inclusion is an increasingly important issue for our clients, many of whom are public advocates for change. In response, the Firm developed an LGBT+ Client Program which aims to support the Firm and our clients in building an LGBT+ inclusive community. The program will promote strategic and sustainable engagement with LGBT+ inclusive clients through knowledge sharing, pro bono and other initiatives. We will track this more, and ensure that the Firm is in the best place to effectively respond to clients’ needs and opportunities.

Interactions with our suppliers provide a unique opportunity for the Firm to communicate our commitments to diversity and inclusion, including in respect of LGBT+ equality, while also ensuring that suppliers are aware of our values and, where necessary, act in accordance. The BRG has worked with Global Procurement to update policies and practices, in line with our Code of Business Conduct which ensures non-discrimination in respect of race, color, religion, citizenship, national origin, ethnicity and cultural background, age, sex, gender, gender identity and expression, sexual orientation, marital status, pregnancy, and disability.

In July 2018, Baker McKenzie joined over 65 of the world’s leading global organizations as a member of Out Leadership, the global LGBT+ business network. Out Leadership offers access to cross-industry talent development programs designed to support and accelerate LGBT+ leaders. It also provides networking opportunities to connect with member-clients.
More than 80 women lawyers and business professionals gathered in Mexico City to discuss gender equality in their first BakerWomen retreat. Speakers explored women’s empowerment, role models and inclusive leadership, among other topics. They reaffirmed their support for HeForShe, highlighting the importance of men’s involvement in advancing gender equality.

The Global Diversity & Inclusion Committee met with Baker Women and many male allies in the Hong Kong office.

Claudia Prado, immediate past chair of our Latin America Regional Council and the first woman to lead it, received the “Inspiring Role Model for Furthering Women Lawyers” accolade at the Chambers Women in Law Awards Latin America.

We received a record nine awards at Euromoney’s European Women in Business Law Awards, including Best International Firm for Women in Business Law for the second year running. We also won Most Innovative Firm in the Eurobarometer, Best in the UK, Best in the Netherlands, Best in Corporate Governance Awards, Best in the Americas, Best in the CIS and Best in Europe for Women’s Law awarded by Women & the Law Network. These awards reflect our commitment to achieving work-life balance and supporting our women.

The year in D&I

Director of Global Diversity & Inclusion Anna Brown spoke about D&I and the benefits for business at the annual Forbes’ event, “Mujeres Poderosas” (Powerful Women), in Mexico City. This event gathers leaders from different industries, politicians, activists and journalists to talk about the importance of gender equity and women empowerment.

Wong & Partners, our member firm in Malaysia, hosted panel discussions around “How women leaders unleash their strength.” Inspired by the Quest research report, the discussions featured women leaders from different organizations who spoke about their career journeys, how to build and maintain support systems for women in the early stages of their careers, and how to inspire families, communities and the workplace to press for progress in gender diversity and equality.

We were named a Best Place to Work for the LGBT Community by the Human Rights Campaign. We sponsored the 22nd Annual Human Rights Campaign National Dinner in Washington, DC. The HRC is the leading advocacy organization in the US working for the equal rights of LGBTQ Americans through education, research and political activities.

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The Manila Center’s Global Women (GloW) hosted a forum where members of our Global Intellectual Property, Technology & Communications Practice — Group Head Nick Wightman, Glynis Tatibana, Pamela Deitch and Ilana Celis — and Monica Coster, Kazakhstan Head Marian Regilie shared their experiences as being women in a male-dominated field and inspiring others to achieve work-life balance and moving forward to success.

HLP Law Firm, our member firm in Jakarta, celebrated World Mental Health Day by hosting a special function to highlight the importance of mental health and wellness. Our Global Chair Paul Steadman signed the Color Brave pledge in London.
A number of our offices celebrated Black History Month with viewings of Black Panther.

We were honored to be a lead sponsor of Hong Kong’s 10th Annual Pride Parade.

Our Manila Center is now a member of the Philippine Financial Industry Pride.

In Spain, we were named Best Office for Diversity at the Forbes Abogados 2018 awards.

BakerPride DC, friends and allies wore purple in support of GLAAD’s Spirit Day 2018.

Our Johannesburg office launched its D&I committee, featuring a presentation by Constitutional Court judge and HIV/AIDS and gay rights activist Edwin Cameron.

Our Hong Kong office hosted the Community Academy’s working session on mental health.

Our Belfast Center was named a Right Place to Work in the Irish News Workplace Awards.

Our Bogota office was named Best Pro Bono Law Firm 2018 by the ProBono Colombia Foundation, an organization that helps to expand equal access to justice for the country’s vulnerable population.

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As a global Firm, we have the opportunity to use our sphere of influence to advance human rights and fair labor practices through pro bono legal services, including direct representation and key client partnerships, as well as supporting our local communities and NGOs globally.

**GENDER**

CEO Champions for Change

This year, we joined other leading global companies in committing to drive change by accelerating progress in the representation of women, including women of color, in executive/senior level positions over five years. We also committed to maintain or accelerate the representation of women, including women of color, on the company’s Board of Directors (or equivalent) over five years, and to strengthen the pipeline of women through an annual review of internal diagnostics and by leveraging leading practices to address any identified issues. We aim to benchmark and track inclusion and improve the culture of inclusion within the Firm. We will share key representation metrics with Catalyst for benchmarking and for anonymized reporting of our collective aggregate progress.

**HERoes**

In 2018, our Global Chair Paul Rawlinson was ranked as the leading lawyer in the Male Champion of Women in Business report by The Financial Times and HERoes, a gender equality initiative. In his second year ranking, Paul was named in the top 10 of Male Champions of Women in Business for helping to effect the greatest changes in women’s careers in the UK and beyond.

**MAKE IT HAPPEN**

We partnered with research agency Quest to publish “Make It Happen: How Women Leaders Unlock Their Strengths.” The report provides visibility into the journeys of senior women executives, including women from our Firm, who share their stories on how they have developed careers and lives they can thrive in.

**CULTURE AND ETHNICITY**

Building upon our Colour Brave campaign in London, we were named 12th businesses that were invited to the Race at Work Charter, spearheaded by the UK’s Prime Minister’s Office, to join the diverse issue family by ethnic minorities at work with a senior UK government minister.

In Australia, the Firm joined a group of leading organizations to embark on a world’s first study into cultural diversity within the legal profession. More than 800 lawyers at eight firms were asked to describe their career background and family heritage. The survey will be repeated annually and chart progress on broadening the cultural mix of the profession.

The Australia offices have also been increasing engagement with Aboriginal and Torres Strait Islanders. We have significantly increased the amount of pro bono work our lawyers undertake for indigenous individuals and indigenous-owned or run organizations, to about 800 hours. We also started preparing the Firm’s first Reconciliation Action Plan (RAP) in support of the country’s National Reconciliation movement. Our RAP will launch next year.

We have also hosted a new Diversity & Inclusion Group in Australia called Baker Indigenous Engagement. This group focuses on increasing the Firm’s engagement with Aboriginal and Torres Strait Islanders. We have provided cultural awareness training to partners and staff in each of our Australia offices. In celebration of Aboriginal and Torres Strait Islander culture, we hosted a performance for partners, staff and families by a Torres Strait Islands music ensemble, and held events to mark NAIDOC Week and National Reconciliation Week. Finally, the offices hired two Aboriginal and Torres Strait Islander interns for a 12-week period commencing in November.

Our Hong Kong office proudly hosted the fourth annual Asia OutNEXT Global Salon as part of the constellation events of the Out Leadership Senior Summit. The salon is an annual event to discuss the current day of leadership development content, a keynote conversation, and networking. Our Global Diversity & Inclusion Committee member Tan Loko-Khoon gave the opening remarks.

Our Melbourne lawyers assisted the Human Rights Law Centre to prepare a report about the nature, extent and impact of gay and trans conversion therapies in Australia. The report is designed to help government, support services and faith communities to better respond to those experiencing conflict between their gender identity or sexual orientation and their beliefs.

Baker McKenzie assisted OutRight Action International to undertake legal research regarding the ability of NGOs to obtain registration status when they are focused on the LGBTI community. Our lawyers conducted the research in each country in which Baker McKenzie is located. The results of our work are published in the report, “The Global State of LGBTIQ+ Organizing – The Right to Register.”

Our San Francisco office recently hosted the 15th annual In Silicon Valley report and our global Diversity & Inclusion Committee member Josh Frey hosted the annual In event. The reports’ authors and topics were featured on our Diversity & Inclusion blog.

**OUR SPHERE OF INFLUENCE**

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DISABILITY

Our Hong Kong office is an Employment Sponsor of a community adult psychiatric rehabilitation service center that provides world-class rehabilitation services to people who have experienced mental illness. We have also signed a commitment to supporting mental health and wellbeing issues for employees. The charter represents the first time financial and legal support for employees. The charter commit to changing avoidable working conditions for employees. The charter represents the first time financial and legal support for employees. The charter commit to changing avoidable working conditions for employees. The charter represents the first time financial and legal support for employees. The charter commit to changing avoidable working conditions for employees. The charter represents the first time financial and legal support for employees. The charter commit to changing avoidable working conditions for employees. 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In partnership with Apple Inc., we are co-sponsoring Equal Justice Works fellow Lilliana Chen, who is working with the National Center for Lesbian Rights (NCLR) in San Francisco, California. Her Fellowship Project is focused on expanding the rights of transgender people through litigation and policy advocacy in education, employment, healthcare, housing, prisons, and juvenile and criminal justice systems. Lilliana is a member of a legal team litigating the transgender migrant worker cases Doe v. Trump in San Francisco and Doe v. Trump in Oakland, California. Her fellowship explores how the California parole board considers gender-identity in parole Board hearings. The fellowship entails a pro bono research and analysis on how parole boards treat intimate partner battering. Paratore, who is working with UnCommon Law Project in Oakland, California. Her fellowship explores how the California parole board considers gender-identity in parole Board hearings. The fellowship entails a pro bono research and analysis on how parole boards treat intimate partner battering. Paratore, who is working with UnCommon Law Project in Oakland, California. Her fellowship explores how the California parole board considers gender-identity in parole Board hearings. The fellowship entails a pro bono research and analysis on how parole boards treat intimate partner battering.
The Refugees Integration Program was named Initiative of the Year – Pro Bono Award at the TopLegal Awards 2018.

From left: Associate Davide Coppola, partner Andrea Cicala, and associate Fiammetta Rivolta.

The Refugee Integration Program was initiated at the Year – Pro Bono Award of the TopLegal Awards 2018.

As a firm, the most relevant value we have is the human capital represented by our professionals and our staff. Refugees represent an incredible capital that we, and the society, have simply to know and to value with no fear. The success of all the job integrations (more than 30) we made with our business partners in the first year of our project proves this. This project reflects a culture of inclusion and diversity at work and discovery new skills, while positively impacting the lives of those forced to flee their home countries due to conflict or threat of persecution.

I felt we had to take concrete action to help even one person to change their life. Helping migrants to build a professional career helps them but also helping the society. Finding work is the first step to regaining dignity and self-esteem, thus the first step to social integration.

The Refugees Integration Program aims to help the new socio-economic and cultural integration of persons in need of international protection. Many of these people have extraordinary skills and potential, but due to past trauma and the difficulties in their country of origin, they are not able to use their skills. Our project aims to help the refugees to acquire new skills and develop the necessary qualifications, raising their confidence and facilitating their steady entry into the labor market.

Moreover, their positive example will contribute to developing a more inclusive work environment that is much more sensitive to the region, in-staffing, above, neglect, exploitation and all other forms of violence. The Refugee Integration Program aims to be the first concrete step towards the effective integration of refugees into our new society, and a fundamental human right. The project has received vital support from our contacts and clients in the Deloitte and KPMG Millennial Group and Phoenix Group, among others.

The program is built on the belief that access to education, training, temporary and permanent employment contracts.

The five-year global campaign is aimed at ensuring the safety and protection of children affected by human trafficking, abuse, neglect, exploitation and all other forms of violence. Together, we are developing a series of six easy-to-use legal guides which will simplify the complexity involved and provide enhanced insight for local communities and first responders to reference when assisting victims of violence.

Lawyers from our offices in Australia, Hong Kong, Japan, Taiwan, Thailand and Vietnam, as well as member firms in Indonesia, Malaysia, the Philippines and Singapore, are teaming with corporate clients to support World Vision’s End Violence Against Children Program.

The “Child Trafficking FAQ” is the first of six planned legal guides, following up on the heels of “End Trafficking in Persons” that was launched in 2016 by World Vision and Baker McKenzie. As the title suggests, the “Child Trafficking FAQ” will address human trafficking abuses committed against children and aims to answer around 20 questions related to available legal structures and special services. The other five legal guides will tackle similar themes that include physical violence, sexual violence, child marriage, child neglect, and psychological abuse.

Together, we are developing a series of six easy-to-use legal guides which will simplify the complexity involved and provide enhanced insight for local communities and first responders to reference when assisting victims of violence.

World Vision and Baker McKenzie decided to join forces to end violence against children across Asia Pacific, signing a partnership agreement on 10 July 2018. This partnership is based on trust, common values, and mutual commitment to the well-being of children. World Vision believes, with the support from the private sector, especially partners like Baker McKenzie, it will be possible to eliminate many challenges facing children across Asia Pacific, especially violence. Realising the immense skills and experience crucial to address violence against children, World Vision is implementing a global flagship campaign, “It Takes a World to End Violence Against Children,” which focuses on the role of the private sector in combating violence. Together, we are developing a series of six easy-to-use legal guides which will simplify the complexity involved and provide enhanced insight for local communities and first responders to reference when assisting victims of violence.

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Lawyers in our Milan office launched the Refugee Integration Program in January 2018. Developed in partnership with the University of Milan and UNHCR, the program aims to bridge the gap between businesses, institutions and beneficiaries of international protection to provide the first step towards integration into the labor market. Since its launch, the program has placed over 30 refugees in temporary and permanent employment contracts.

The Refugee Integration Program was named Initiative of the Year – Pro Bono Award of the TopLegal Awards 2018.

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One of the big obstacles homeless youth face is a lack of understanding of the law and the options available to them. There are few available resources that speak plainly about their rights. These knowledge gaps are wide and deep. In addition, many non-legal professionals who are committed to helping homeless youth also lack information about their legal rights. Eager to do our part to address the legal needs of youth when and where they need answers, our Firm joined up with our similarly committed friends including clients and homeless charities across the country, to address this need. Together, we crafted a resource for not only youth but also social workers, shelter staff, school personnel, medical personnel, law enforcement and anyone else willing to help them access the information they need.

Beginning in 2013, we worked with a team to create a much-needed and previously non-existent legal resource to better serve homeless youth in several US states — the Homeless Youth Handbook. The handbook has become an invaluable resource for homeless youth, communities, and agencies across the country. Creating a resource to answer the wide range of legal questions faced by homeless youth demanded the best thinking, study, creativity and advocacy the legal community could provide — all packaged together in an easy-to-use format. Each handbook was created based on state specific laws and covers critical topics such as education, healthcare, housing, parenting and consumer credit issues and is available in print form in schools, libraries, shelters and public agencies. In 2018, we added handbooks for three new states. The handbooks also inspired the creation of the Baker McKenzie Virtual Legal Clinic, a service offering free legal representation to youth requiring legal advice in areas such as housing, money and emergency benefits, via a hotline or a video chat at a drop-in center.

We also have plans to launch Homeless Youth Handbooks in California, Indiana, New Jersey and Ontario in 2019. We will continue to develop this resource across the country where children’s advocates say it is needed and where caring and committed corporate partners want to join us to make it happen.

Over the past eight years, we have been working with the Consortium for Street Children (CSC) to protect the rights of street children across the globe. In 2015, we witnessed the publication of the UN’s General Comment on Children in Street Situations — a document which we helped to design. But we didn’t do it alone. In-house legal teams from a range of clients including Cargill, Salesforce and Merck helped us to host consultations with 1,000 street children in countries including India and South Africa.

After the publication of the General Comment, we recognised that while the UN human rights systems aim for successful enforcement and implementation of treaties, only a few countries are examined per year, and when they are, often street children are not the focus. We wanted to develop a tool to help local governments access legal information, measure progress, and adapt more efficient ways to help advocate for and meet the expectations outlined by the UN.

Over 650 lawyers and other professionals from within and outside our Firm have been involved in this project to date, mapping and researching the substantive laws and policies in almost every country in the world. We couldn’t deliver a project on this scale without our clients. By collaborating with them, we gathered a wealth of different perspectives, and built friendships along the way.

Through this project, and by allowing ordinary citizens to access information, we hope that our legal atlas will create a change in attitudes and in the way street children are treated across the world.
Think globally, act locally. As a global law firm, Baker McKenzie sees corporate social responsibility as everyone’s responsibility. And while CSR is driven globally by the Firm’s leadership and integrated into our business strategy and operations, it is brought to life by local committees in our 78 offices around the world, working with local organizations to address the issues that are important to the communities in which we are based. We encourage our offices and personnel to support the communities where we live and work through volunteerism and charitable activities. Every employee has a part to play, and we are proud of the passion and dedication our people show towards their local communities.

COMMUNITY

Our Manila Center partnered, for a third time, with the Haribon Foundation in a coastal cleanup of Metro Manila’s last remaining beach and mangrove area, the Las Piñas – Parañaque Critical Habitat and Ecotourism Area. Supporting the #seaofchange initiative, close to 60 people picked up and bagged almost six US tons of rubbish, comprising Styrofoam, rubber and clothing, PET bottles and plastic residual, among others.

Our Hong Kong office organized a beach cleanup at Sok Kwu Wan. With the help of Hong Kong Cleanup, volunteers collected 435 kg of trash and plastic debris.

The Houston office volunteered with Harrison’s Heroes at MD Anderson Hospital’s Camp For All 2U.

Teams from our North America Corporate & Securities practice served nine communities and volunteered with their chosen local charities in the US, Canada and Mexico in our 2018 Community Service Day.

Our London office hosted pupils from Five Elms Primary School and Enabling Enterprise for a Tricky Trials Challenge to learn problem solving and presenting skills. A Y4 student shared, “It’s hard work being a lawyer but fun too. I think I’m going to work here one day.”

Our Belfast Center raised GBP 22,900 for Cancer Focus Northern Ireland through their “Baker Come Dancing” event.

Five brave colleagues from our London office abseiled down Broadgate Tower in the City of London to raise funds for Richard House Children’s Hospice.

Our Bangkok office donated 150 sets of computers and notebooks to disadvantaged schools in rural areas in Thailand.

The Information Technology & Business Process Association of the Philippines recognized our colleagues in Manila for continuing their work in advancing quality education in the community, particularly their involvement in the Philippine government’s Brigada Eskwela and Adopt-A-School programs.

Our Kuala Lumpur office held their annual Beach Cleanup for the third year, picking up 350 kg of trash, with the help of the Green Force. Staff also cleaned up nearby parks and playgrounds.

Our London office partnered with Imperial College to raise funds for cancer research. A team of 60 staff and associates, including the Global E-Learning team, completed the London Marathon. The team raised £22,900.

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Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.
Baker McKenzie is committed to making the right choices and doing the right things, within the law and according to the highest standards of legal, ethical and professional behavior. We have articulated these commitments in our Code of Business Conduct, which is publicly available and which everyone in the Firm is required to read and comply with. The Code sets out the behavior we expect from our employees in relation to issues such as compliance with anti-corruption laws, dealing with sanctions, money laundering prevention, a low-tolerance approach to conflicts of interest, a zero-tolerance approach to sexual harassment, and avoiding conflicts of interests generally. The Code sets out our expectations in specific areas and provides principles to guide our behavior when the rules are not clear or there are no rules. It also reflects our commitment as a signatory to the UN Global Compact to align our policies and operations with the Compact’s Ten Principles in the areas of human rights, labor, the environment and anti-corruption.

All of our personnel undergo mandatory and regular training with respect to our Code of Business Conduct, including training on anti-corruption law. Our Code of Business Conduct hotline provides an additional tool to help ensure that everyone complies with the Code. The hotline allows anyone in the Firm to ask questions, seek guidance or report concerns confidentially and, where permissible, anonymously, by phone or through a dedicated web portal, EthicsPoint.

The Hotline allows anyone in the Firm to ask questions, seek guidance or report concerns confidentially and, where permissible, anonymously, by phone or through a dedicated web portal, EthicsPoint. We encourage all of our personnel to use the hotline to share their concerns, raise questions and report incidents. We are committed to ensuring that all concerns are treated with the utmost confidentiality.

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We recognize that fulfilling our commitments and safeguarding our reputation requires the participation of everyone in every role across the Firm. Our clients and the public have a right to know what we stand for and how we ensure compliance in a complex and changing world.

We are members of the World Economic Forum’s Partnering Against Corruption Initiative, which works with business leaders, international organizations and governments to address corruption, transparency and emerging-market risks.

We continue to work as a member of the International Bar Association (IBA) Southeast Asia Working Group, assisting in compiling reports on sextortion in South Asia, and beginning in other jurisdictions. “Sextortion” is a form of abuse of authority — whether government officials, judges, educators, law enforcement, or employers — that seeks to extort sexual favors in exchange for something within their power to grant or withhold. While there is growing international recognition of sextortion, significant legal reform is required to address the full scope of the conduct. Our lawyers have been conducting research to establish whether existing anti-corruption frameworks are the most effective avenue through which to pursue sextortion claims, and formulating recommendations on how to address sextortion.

We contributed to the United Nations Global Compact report, “Human Rights: The Foundation of Sustainable Business.” The report celebrates the 70th anniversary of the Universal Declaration of Human Rights (UDHR) and builds upon the UN Global Compact Progress Report by highlighting examples of good practice from companies participating in the UN Global Compact and advancing the UN Guiding Principles on Business and Human Rights. We were featured for the many ways in which we support our LGBT+ people.

This year, we held our 5th Annual Children’s Rights Summit. Focused on the legal challenges facing vulnerable children, the summit gathers child advocates, academics, lawyers, in-house counsel and other experts to examine critical questions about how children can overcome challenges in the law. The agenda examines barriers to children’s rights and brainstorm ways new technologies and innovations should be applied to address them.

We partnered with the Anti Terrorism Executive Directorate of the UN and the Global Forum for Peace and Justice to create the South Asia Regional Toolkit for Judges. The toolkit provides practice-oriented guidance to judges and judicial training academies of South Asia Association for Regional Cooperation member states on the adjudication of terrorism and related cases in line with customary international and human rights law and norms.

We have partnered with Global Rights for Women, an NGO working internationally to promote the human rights of women and girls, particularly the right to be free from violence. The organization is invited by governments, law enforcement or civil society addressing domestic violence, to assist in drafting, passing and enforcing best practice and solutions in enforcing laws on violence against women in countries all over the world. Our lawyers are supporting this by analyzing existing domestic violence frameworks in these countries and comparing them with model systems.

We’re proud to have partnered with the B-Team on the production of Eradicating Modern Slavery: A Guide for CEOs, a tactical guidance to help CEOs end modern slavery.
As chair for the Committee of Public Affairs

In partnership with the World Economic Forum,

In partnership with the World Congress on Justice

system, namely, attitude, quality, and efficiency

Perspective of Ordinary People, “published by

under the National Taiwan University Law Alumni

their lives from the use of AI across that data.

encourage the use of AI technology for the benefit

intelligence is increasingly embedded in children’s

for the protection of children’s rights as artificial

development of a legal framework to evaluate the

Revolution, our lawyers are assisting in the

UNICEF and the Center for the Fourth Industrial

Report findings show, it can sometimes be difficult to understand concretely how these

director of the UN Global Compact, upon launching the platform. “That said, as the Progress

“Peace, justice and strong institutions are the foundation for businesses and societies to succeed

engage in advancing peace, justice and strong institutions. It will explore global trends

The Action Platform has already garnered support across sectors in the form of high-level

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Baker McKenzie is a recognized world leader in the delivery of legal assistance to governments, multinationals, donors and foundations who are seeking to support the rule of law within their wider development efforts. This year, we established the Law for Development Initiative (LDI), a not-for-profit entity that facilitates and manages high-quality development projects that relate to governments, multinationals, donors and foundations who are seeking to support the rule of law within their wider development efforts. LDI’s innovative structure allows developing country governments — for the first time — to access the highest quality, international standard multidisciplinary services.

In Australia, Traditional Fire Management (TFM) — the indigenous approach to managing wildfires in savanna landscapes dominated by grasses and shrubs — has been re-established as a key method to address climate change and manage landscapes. Over the last 20 to 50 years, substantial work has been undertaken to develop methodologies, set up monitoring, reporting and verification (MRV) frameworks, engage communities and establish legal and governance frameworks. Reinvigorating TFM practices represents the only viable adaptation mechanism to increasing wildfire that is predicted to occur as a result of climate change. TFM could lead to reductions of wildfire emissions by as much as half, with significant further emissions mitigation through carbon sequestration over the long term. TFM also offers a number of co-benefits including creating jobs, promoting biodiversity, restoring degraded land, preventing and reversing soil erosion, supporting tourism through retention of biodiverse landscapes, reinvigorating culture and improving food security and health. As the suitability of TFM to African savanna landscapes has been validated in multiple countries, we envisage a shift towards increased international recognition.

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ENVIRONMENT
- Awarded Best Law Firm in Voluntary Carbon Markets for 11 years in a row by the Environmental Finance Annual Market Rankings
- Ranked Band 1 for Climate Change by Chambers Global for 11 consecutive years
- Sydney Partner Martijn Wilder named overall winner of the Financial Times Asia-Pacific Innovative Lawyers Awards 2018 for his pioneering work in new areas of law to tackle the world’s most pressing environmental issues, particularly through the use of innovative financial models
- Recognized as Best Law Firm in eight categories by the Annual Market Rankings by Environmental Finance 2018:
- Carbon markets - China
- EU Emission trading system
- North American markets (California)
- Renewable energy certificates - North America
- North American Markets (All)
- Renewable energy certificates - Europe
- Renewable energy certificates - Australia
- Kyoto project credits (JI and CDM)

DIVERSITY AND INCLUSION
- Stonewall
  - Ranked in 10th place in the Top 100 Employers 2019
  - Top-Ten Employer
  - Highly Commended for our LGBT network group
- Human Rights Campaign
  - 100% Perfect Score on the Corporate Equality Index
  - Best Places to Work for LGBT Equality for 8th consecutive year
  - No. 6 in Workplace Equality Index
- Stonewall’s European Women in Business Law Awards: Best International Firm for Women in Business Law, Most Innovative International Firm, and seven other awards
- Paul Rawlinson named Male Champion of Women in Business for the second year, while partners Joanne (Jo) Ludlam and Sue McLean named Female Champions by the Financial Times and FTHERO, a gender-equality initiative
- Listed in Business in the Community’s Best Employers for Race 2018
- Top 10 in Government’s Top 50 UK employers for social mobility
- Pro Bono Finalists for work on Transgender Rights at The Lawyer (UK) Awards 2018

AWARDS AND ACCOLADES
- Inclur Diversity initiative supported by Trench Rossi Watambe and other firms in Brazil recognized by Latinvibe
- Sue Wan Wong named Woman Lawyer of the Year at the Asian Legal Business (ALB) Malaysia Law Awards 2018
- Named one of the Best Law Firms for Women by Working Mother magazine for eight consecutive years
- Recognized as Best Law Firm in eight categories by the Annual Market Rankings by Environmental Finance 2018:
  - Carbon markets - China
  - EU Emission trading system
  - North American markets (California)
  - Renewable energy certificates - North America
  - North American Markets (All)
  - Renewable energy certificates - Europe
  - Renewable energy certificates - Australia
- Kyoto project credits (JI and CDM)

PRO BONO
- Recognized by Stonewall and Human Rights Campaign, for evident support to the UN Standards of Conduct
- Listed in Expansion’s “500 Law Firms Responsible in Mexico,” 2018 (500 Responsible Companies in Mexico, 2018)
- Awarded the Pro-Bono Initiative of the Year at the Toplegal Awards 2018 for the Refugee Integration Program
- Listed in Financial Times Top 15 Most Innovative Law Firms — Social Responsibility (Regional)
- Named Best Pro-Bono Law Firm 2018 by the Probono Colombia Foundation
- Angela Vigil named FT Top 10 legal innovators for North America
- Listed in Expansion’s “500 Law Firms Responsible in Mexico,” 2018 (500 Responsible Companies in Mexico, 2018)
- Awarded the Pro-Bono Initiative of the Year at the Toplegal Awards 2018 for the Refugee Integration Program
- Listed in Financial Times Top 15 Most Innovative Law Firms — Social Responsibility (Regional)
- Named Best Pro-Bono Law Firm 2018 by the Probono Colombia Foundation
- Angela Vigil named FT Top 10 legal innovators for North America
Baker McKenzie helps clients overcome the challenges of competing in the global economy. We solve complex legal problems across borders and practice areas. Our unique culture, developed over 65 years, enables our 13,000 people to understand local markets and navigate multiple jurisdictions, working together as trusted colleagues and friends to instil confidence in our clients. Baker & McKenzie International is a global law firm with member law firms around the world. In accordance with the common terminology used in professional service organizations, reference to a “partner” means a person who is a partner or equivalent in such a law firm.

Similarly, reference to an “office” means an office of any such law firm. This may qualify as “Attorney Advertising” requiring notice in some jurisdictions. Prior results do not guarantee a similar outcome.

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