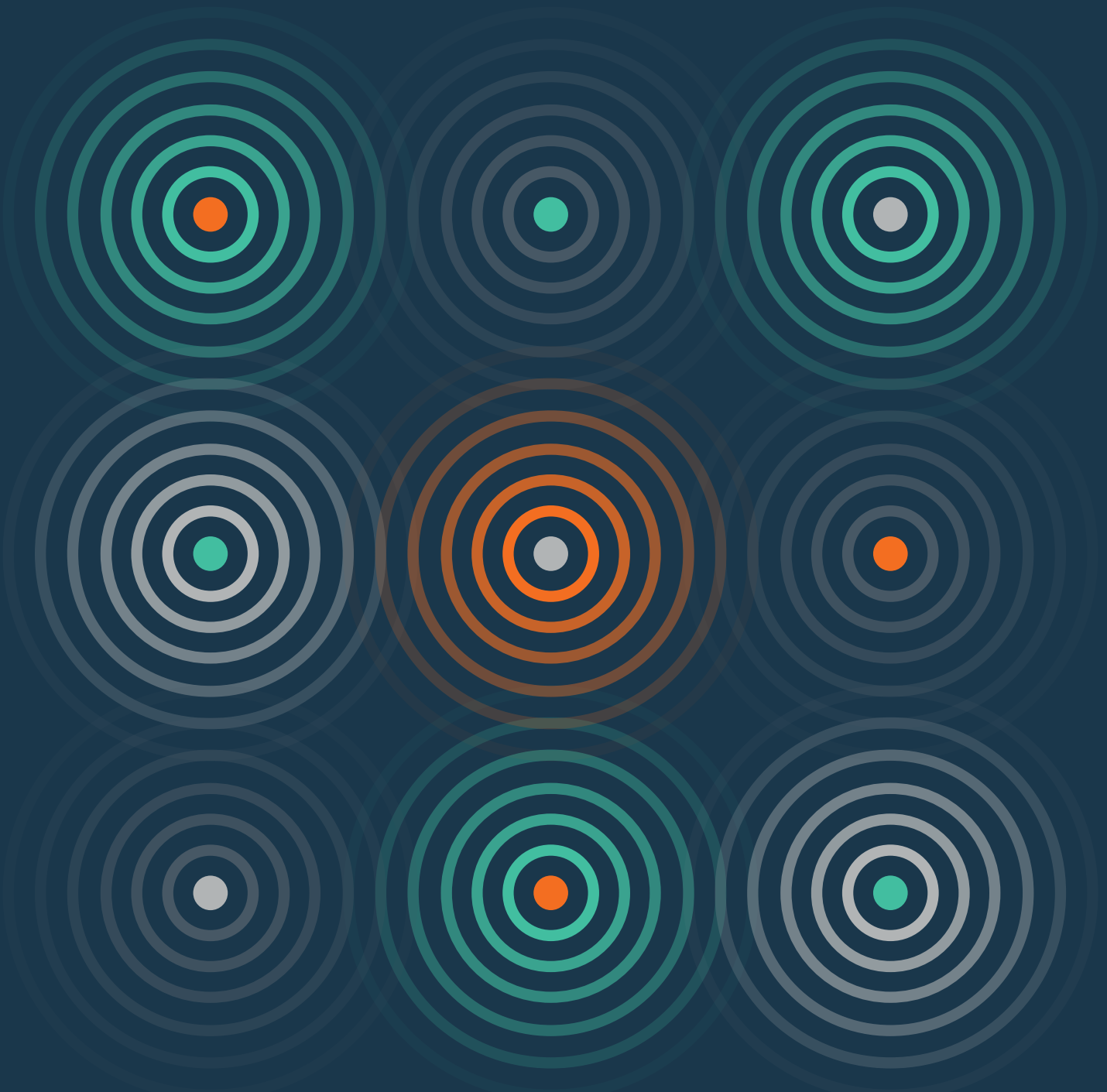



# Responsible Business Impact Report

2021





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# Foreword

from our Managing Partner,  
**Shane Gleghorn**

**We're committed to being a responsible business and taking accountability for our actions.**

We have high ethical standards and take care of our people. We're reducing the footprint we leave in nature and engaging with our communities through cultural and charity work. We're active members of our broader society, of the legal community, and of our clients' sectors.

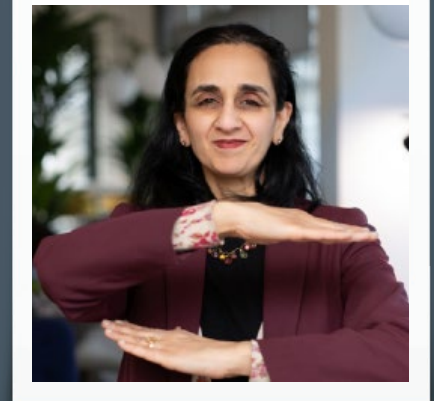
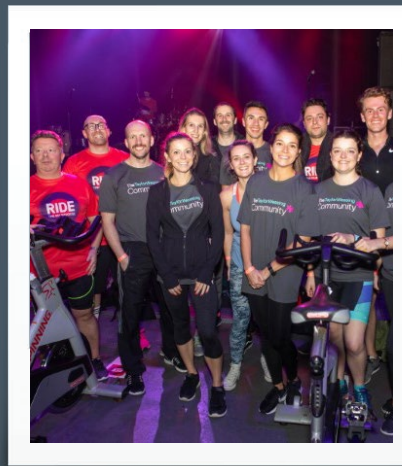
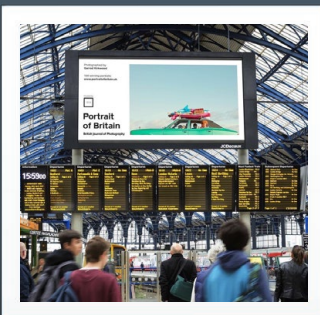
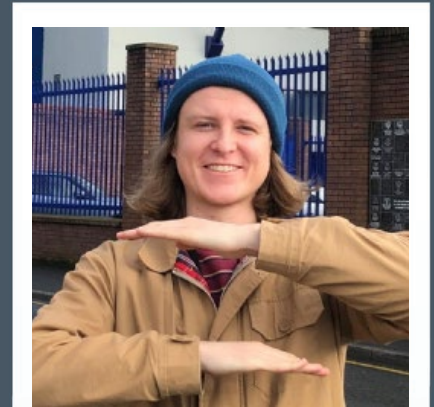
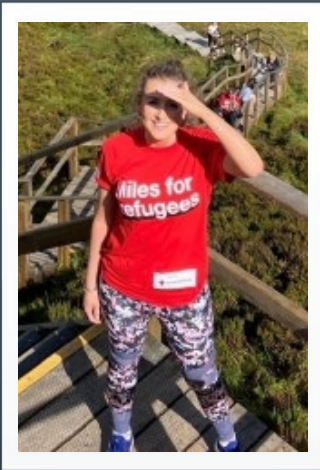
**Whether it's building an inclusive workplace, reducing our waste or supporting the arts, we're actively working together to build a better business, and a more sustainable world.**



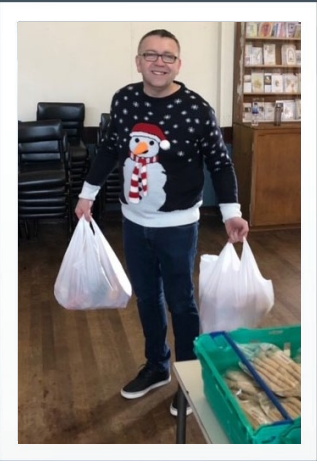
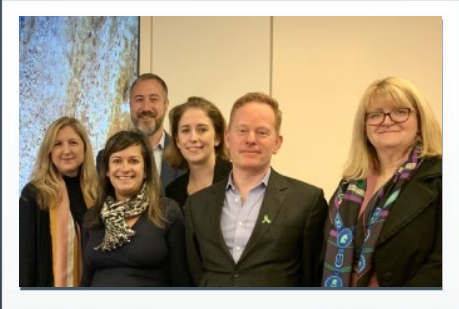


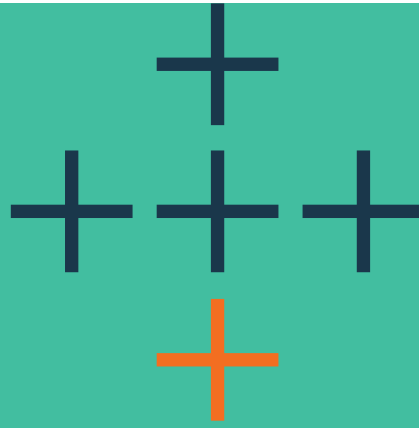


# Making an impact, together









# Welcome

## to our first Responsible Business Impact Report

**When we reviewed our corporate social responsibility activities in early 2019, we had in mind that our new programme would quickly become an inherent part of how we work with each other, and with our clients and community partners.**

I am delighted to be launching our first Responsible Business Impact Report, bringing to life the immense amount of commitment, dedication and enthusiasm that goes into these initiatives and our achievements.

We should all take great pride in the work that we do together. This report is an opportunity to celebrate our successes, and inspire more people to demonstrate responsibility towards each other and those we work with.



**Alistair Watson** | Responsible Business Partner





**In this report we wanted to share some of our initiatives, collaborations and achievements, which have helped shape our commitment to be a responsible business over the last 18 months.**

As a law firm, we've always had high ethical standards, but it's the pride in taking care of our people and our clients that differentiates us, and what everyone talks about. Our ethical standards include formalising plans and ambitions to reduce the footprint we leave in nature, and engaging with our communities through cultural and charity work.

Our Responsible Business programme supports our wider business objectives and those of our clients. It makes us the firm we are for our people and the communities in which we work. It provides a clear direction for the vision we have for our future, together.

### **Making a difference**

We focus on five key areas that matter to us most and where we believe we can truly make a difference: **inclusion, arts, community, pro bono, and environment.**

Like everything we do, these areas of responsible focus are interconnected. They work best when we bring our activities together to maximise the impact and the difference we can make.

So, for example, our pro bono work aligns to our inclusion plans, the arts and our environment goals. The same is true for our community engagement, volunteering and fundraising.

### **Recognition**

We're particularly proud of the recognition we've received for innovation, inclusion and wellbeing, the increase in the representation of women in our partnership and the growth in pro bono activity this year.



**Dan Harris** | Head of Responsible Business

Over the last twelve months especially, it was important for us to continue supporting our communities and the arts at a time when they needed it most. The Taylor Wessing Photographic Portrait Prize entered its 13th year and with it came the exciting challenge of looking for new ways to support artists and showcase their talent through a virtual exhibition.

New relationships in the arts were also established with the National Portrait Gallery through our support of the ground-breaking Hold Still project, and also with the Roundhouse supporting young creatives.

### **Looking ahead**

We will continue to look for more ways we can positively impact our society and our environment. We will never compromise on equality or in our efforts to raise awareness of the important issues where we can make a difference. Thinking and acting sustainably is of continued importance in the years to come. We look forward to sharing our progress with you and we hope in sharing our achievements over the last 18 months, we can engage and inspire others.

# Bringing people together during Covid-19



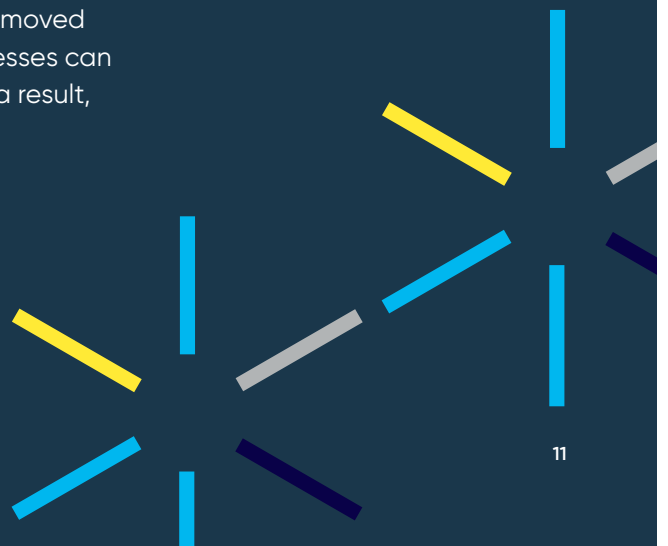
**Wendy Tomlinson** | Talent Director



**Martin Lewis** | Chief Financial & Operating Officer

**It has always been important to us to support our people and nurture our collaborative culture. The past 10 months have really emphasised the priority to listen to our people and their needs more than ever.**

Organisations need to recognise that everyone's individual circumstances are different. Only then can you equip people to do what they do best, and in a way that works for them, we've moved on from the mindset of having one size fitting all, and businesses can achieve better results with their people and their clients as a result, while also ensuring a healthy work life balance.





## Supporting the heroes of 2020

Staff at the University of Liverpool needed more materials to produce PPE. Our donation of materials enabled the production of more than 15,000 3-D printed protective visors for use by healthcare staff in local NHS Trusts and partners.

The protective visors, which use a hybrid design approach with a laser cut top section and a 3-D printed bottom section, were developed in conjunction with NHS staff at local Trusts.



**Our relationship and continued work with the University of Liverpool is incredibly important to us. Key workers are essential to tackling this pandemic, and we're pleased we could support them and the University of Liverpool through this essential project.**

**Saleem Fazal**  
Partner and Head of our Liverpool office

## Connecting our communities

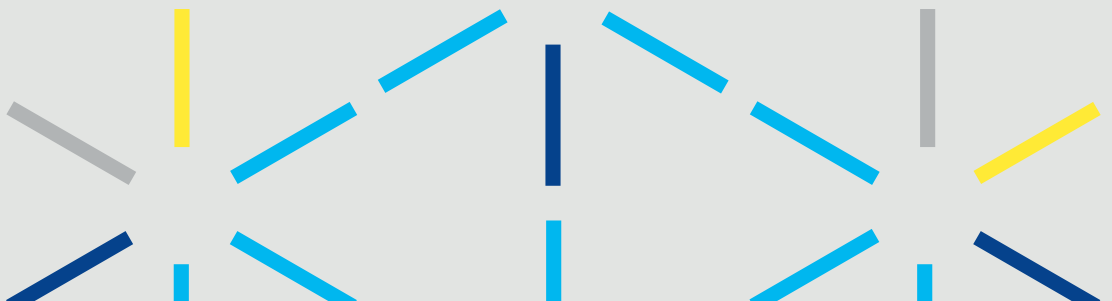
There have been some really fantastic initiatives and opportunities to work on more compassionate issues with our clients. At the start of the year, we worked with the cab company Ola on their launch in London and across the UK. We've also been working with them to connect senior people in NHS trust so that they could use their fleet of vehicles to support getting NHS people working on the frontline, who don't drive, to hospitals.

With train lines out of service during the peak of the pandemic, we opened our London office car park providing free spaces to support key workers with more convenient and safe means of travel to and from the city.



**We connect our clients to our network all the time, but this situation shows the real value people can bring when working together beyond the legal services we can provide.**

**Laurence Lieberman**  
Partner and Chair of our Wellbeing Network



## Supporting our students and future lawyers

The pandemic was a particularly stressful period for students, and for our future trainees. It was important to do as much as we could to support them during this time. Delaying our vacation schemes was not an option. All of our people enjoy premium access to the wellbeing app Headspace and so, we extended this to our future trainees as another way of looking after them before they joined us in September.

## Supporting our community partners move services on-line

We provided additional support to Future First to develop its 'Future Me' eight-week virtual mentoring programme. This project provided Year 11 and 12 students, who were unsure about their future with personalised guidance from relatable role models, helping them to make confident and informed decisions about their next steps. We also provided funding to our friends at Opening Doors London to help transition their befriending service to an online format.

## Prioritising the homeless has never been so important

Supporting our local community has always been a priority to us. We volunteer each year, and at Christmas time especially, at our local homeless charity St Mungo's in London. When the UK went into official lockdown in March, we donated supplies from our staff restaurant to ensure they were supported during this important time of need.

## Creative workshops

Looking for new ways to keep everyone's spirits up became a fun challenge with our people contributing ideas for coming together and to combat potential loneliness or isolation. We couldn't have done this as successfully without our newest charity partner, the Roundhouse. They helped us host virtual creativity workshops allowing our people to learn new skills and rediscover their creative sides.

## Access to advice from our in-house GPs and wellbeing specialists

Understandably, our people had many concerns and questions with regards to the virus and the implications that it may have on their family members, so we asked our in-house GP Dr Samina Showghi and wellbeing consultants to host webinars on the physical and mental health impact. These provided reassuring insight into the coronavirus pandemic, expert advice and the opportunity for our people to ask questions.

## Family matters

The pandemic has caused challenges for many caregivers and working parents who were tasked with caring, home schooling and juggling work simultaneously. Firstly, we understood that parents were struggling with how to explain coronavirus to their children, so we worked with Parental Choice to provide seminars to help guide parents through the pandemic. We also created a dedicated intranet page to connect and support our working parents with resources for home schooling.

# Inclusion

Challenging the status quo, together







**Siân Skelton** | Diversity and Inclusion Partner,  
UK Executive Board

**We are committed to delivering an inclusive culture and a progressive environment, where we empower all our people to lead, learn and grow.**

Inclusion isn't just lip service here. It's key to who we are and all we do. Nurturing a diverse, inclusive culture allows all our talent to flourish. It sparks creativity among our people, and it powers innovation for our clients.

This is why each of our inclusion networks has a partner sponsor who sits on our Diversity and Inclusion Board and reports the progress made on our objectives and agreed priorities to our UK Executive Board.

**Our inclusion priorities:**

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**achieving better gender balance in the partnership and across the firm**

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**supporting LGBT+ inclusion to ensure we can be ourselves at work**

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**increasing the representation of Black and minority ethnic groups across the firm**

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**reducing the stigma of mental health and disabilities, and promoting mental and physical wellbeing**

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**improving social mobility and access to the legal profession.**

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## Balancing business

**We're working to ensure we level the playing field so gender isn't a factor for career success.**

Our Gender Plan builds on the work already taking place within the firm to promote gender equality. Our leadership teams regularly review our plan to achieve better balanced leadership, optimise talent retention, improve modern working practices and enhance our clients' experience.

Since launching this in 2017, we have:

- placed a greater **focus on our talent pipeline**, resulting in over 60% of our partner appointments being female
- new, specific reviews to ensure fair and **balanced gender representation** for all promotion shortlists
- matched our **shared parental leave scheme** with our enhanced maternity leave provision and it has been extended to include our partners
- an award winning **reverse mentoring programme**, we were one of the first law firms to introduce opportunities for our partners and leaders to be mentored by junior colleagues from underrepresented groups, who share experiences and insight
- more support for our female partners, having established an **International Women's Leadership programme** in September 2019 and ran virtually from October 2020
- engaged with the award-winning **Reignite Academy** to develop a 'career returner' recruitment programme.

We're delighted to report that in November 2020 our female partnership increased to over 24%. We've overhauled our recruitment and promotion processes and placed focus on supporting our female talent pipeline to achieve success. This work was shortlisted for the 2019 People in Law Awards and 2020 The Lawyer Awards.

**Women currently comprise:**

**24%**  
of the partnership

**31%**  
of our UK board

**6**  
practice and  
sector leaders

**Since May 2019:**

**3**  
women partners  
recruited

**6**  
women partners  
promoted

There remains scope to make further improvements and our work continues.



**Elaine Dobson** | Partner and Chair of our Balance in Business Network

This year our gender network, Balance in Business, has continued to champion our gender strategy throughout the firm. Our network challenges perceptions when hosting discussions and client round tables on key issues. We also sponsored the unveiling of a new piece of artwork at the Supreme Court celebrating 100 years of women in law, featuring three women who've championed gender balance and played key roles in diversifying the judiciary.



Check out our campaign to mark [International Women's Day](#) and [International Men's Day](#)

We welcome the legislation introduced in 2018 requiring employers with over 250 employees to report their gender pay gap. As part of our gender plan, we continue to investigate the causes of pay gaps and are taking steps to address this at all levels. Since 2019, we've also reported details of our ethnicity pay gap.



Read our annual [Gender and Ethnicity Pay Gap Report](#)



## A call for racial equality



**Vinod Bange** | Partner and Co-chair of our Cultural Diversity Network



**Tandeep Minhas** | Partner and Co-chair of our Cultural Diversity Network

**Racism and racial injustice have no place in our world. We all play a crucial role in making progress, and our commitment to working with Rare enables us to find more and better ways to do that. It's through working closely together, we can continue to collaborate and challenge the prejudice and privilege which stops us reaching our goal of a fairer and more equal society.**

We place diversity and inclusion centrally within our business because we recognise this is the right thing to do, not only for our firm, but for our people, our clients and the communities in which we operate.

We have a platform and a voice and we must use this to speak up for those who have had theirs taken away. It's important we all do the same to create opportunities for others.

**Our cultural diversity network was established so that we can learn from each other and celebrate different cultures. It works to encourage more individuals from diverse backgrounds to enter the legal sector and remove any barriers they face to achieve their goals and aspirations.**

In the last year, we've worked hard to raise awareness and expand this network, launching our [Race and Ethnicity Strategy in 2020](#).

Support increased further from colleagues and clients who wanted to engage as a result of recent international events highlighting systemic racism and inequality. We're supporting our people to learn about privilege and anti-racist behaviour, with a goal to develop stronger allies to our colleagues from Black, Asian and other minority groups.

We've hosted a number of virtual events to continue the conversation with open discussions of experiences and challenges. This is just the start of things to come. We're committed to supporting and vocalising our support for racial equality. We became a signatory to the Race Fairness Commitment developed by Rare, an organisation specialising in connecting students from under-represented backgrounds with careers in top organisations. And, we've introduced Rare's contextual recruitment system to our graduate programme to deliver a more inclusive recruitment process.



**You can find out more about our approach to race and ethnicity on our [website](#)**

## Sexual orientation and gender identity

**We're committed to providing a workplace where people can be themselves and where their talent can flourish no matter their sexual orientation or gender identity. equaliTW, our LGBT+ and allies network run a dedicated programme of support and initiatives throughout the year, as part of our commitment to LGBT+ inclusion.**

### Stonewall Top 100 Employer

In 2020 we were ranked in Stonewall's Top 100 Employers for the third year in a row. Placing 51st among all UK employers, and in the top 10 of top law firms on the list, with over 500 submissions this year, really emphasises the recognition for how much importance we place on inclusivity and support for others.

Stonewall features the best performing employers in their Workplace Equality Index across the UK, an annual audit of lesbian, gay, bi and trans inclusion by employers across workplaces, services and communities, based partly on employee feedback.

We are incredibly proud of the feedback we receive from our clients and our people, with every respondent feeling confident in supporting LGBT+ inclusion and understanding why we're committed to LGBT+ equality.

In the past year our network has:

- reviewed our parental policies making them gender neutral and more LGBT+ friendly
- developed further guidance and continued to promote our Transitioning at Work Policy, launched in 2018
- connected with clients and other firms to share best practice on creating a supportive environment for LGBT+ people
- hosted sessions on topics from trans visibility and bisexuality to World AIDS Day and Lesbian Visibility Day
- engaged with our friends at Opening Doors London about LGBT+ history and shared members stories.

These activities help our people learn more about key issues and increase support for the LGBT+ community.





TaylorWessing

We're all celebrating #PrideInside

## #Prideinside

Like so many things this year, we hadn't expected to be celebrating Pride 2020 during a period of lockdown, but our equaliTW network was committed to ensuring this wasn't an obstacle for marking this important month in the calendar.

We marked the start of Pride with our own special photography campaign: 'Pride Inside'. This was one way that we could stand together with our LGBT+ colleagues and clients as allies, showing a commitment to LGBT+ inclusion.

On 9 July, we hosted a virtual Pride celebration. Our people openly shared stories about what Pride means to them and our allies spoke about their experiences and the importance of showcasing their support.

We celebrated Pride across all of the cities and communities in the UK in which we work. In Liverpool we also took part in the city's pre-recorded virtual march.

**Pride is a time to recognise significant progress and highlight the efforts still to be made across the world. Although we can't be together in person this year I'll be celebrating virtually with friends and a few pride themed cocktails!**

**Jo Ford**

Head of Knowledge and Information

**We won't let lockdown stop our celebrations of all that the LGBT+ community contributes to the firm and much further beyond!**

**Alex Walton**

Associate



## Our commitment to wellbeing

Maintaining a positive approach to disability, mental health and wellness in the workplace is of huge importance to us. Central to this is a commitment to reducing the stigma surrounding mental health and supporting everyone's general wellbeing.

Talking is key when it comes to staying on top of our physical and mental health; a clear theme that regularly comes out of many of our programmed support sessions. We also host regular sleep clinics, yoga classes, lunchtime learning with qualified doctors and psychologists, and have a series of benefits available to everyone.

Raising awareness of visible and invisible disabilities, creating an accessible and safe working environment

Reducing the stigma surrounding mental health, ensuring everyone is well supported.

Promoting wellbeing initiatives as a way of preventing the onset of physical and mental health conditions.



**Laurence Lieberman** | Partner and Chair of our Wellbeing Network

We're very proud of the culture of physical and mental wellbeing we've embedded at the firm. Helping our people to thrive and to enjoy their work lives and create a culture of openness and support for each other, is hugely important to us. The relaunch of our Wellbeing Network in 2019 has already shown incredibly positive results, and we will continue to develop it. Thank you to the Financial Times and others for recognising the positive impact our efforts have already had on our people.



## Britain's Healthiest Workplace

In November 2019, we won the new entrant category for the FT and Vitality's Britain's Healthiest Workplace for medium-sized companies. This is the UK's largest and most detailed workplace wellness study, with 120 organisations and 23,632 employees participating.

Reported by the Financial Times, winners of this award ranked highly on both employer health indicators (such as leadership and culture, the provision and use of workplace wellness interventions, facilities and services) and employee health indicators (such as physical activity, nutrition and smoking habits).



## A spotlight on mental health

In October 2020, we welcomed former Prime Ministerial Director of Communications and Mind Ambassador, Alastair Campbell, to a virtual event hosted by members of our Balance in Business and Wellbeing networks. Over 200 of our people joined with over 50 clients and alumni, to hear Alastair speak bravely about his experiences with mental health, and the importance of getting support from colleagues, family and friends during tough times.

This event was one of our most successful events championing our commitment to mental health and wellbeing, and in support of International Men's Day. Touching on some of the common triggers encountered in professional environments and how these can exacerbate challenging feelings, it highlighted the importance of remaining healthy in a high performance culture and being open about your experiences – particularly for men who have stereotypically found it hard to share problems they may be facing.

Businesses need to do more to support their people with mental health and to normalise conditions that were once stigmatised as illnesses. This is just the start of a series of events focused on talking openly about mental health and we're committed to keeping the conversation going with our colleagues, clients and alumni in the year ahead.

## Our in-house GPs – The Harley Street General Practice

We announced the opening of our in-house GP clinic in April 2018, and we were awarded Best Health & Wellbeing Initiative at the HR in Law Awards 2019 as a result. We provide this free service to our people to alleviate the pressure of taking time off work to resolve a health issue and as extra preventative support with greater access to regular check-ups.

It's been invaluable to our people that we've kept our in-house GP service running during Covid-19, and with the convenience of virtual appointments during this time.



Due to the levels of musculoskeletal appointments identified through this incentive, we have now added access to an in-house physio for our people, along with offering monthly massages.



**Dr Samina Showghi MBBS DRCOG DCH MRCGP**  
The Harley Street General Practice

### Taylor Wessing truly values employee physical and mental health in totally holistic way.

This has never been of such paramount importance during the pandemic, as the NHS services have been taken over by Covid-19 and the ability to access in-house service has been invaluable before sometimes reaching urgent need.

Taylor Wessing have been wonderful in allowing staff to see us in person in-house where best suited. The pandemic has necessitated everyone who works in healthcare to change with the times, and we are proud of our speed and responsiveness in maintaining our responsibilities of care throughout.

We have rolled out virtual appointments to improve access to GPs and specialists when people needed it most. I have particularly enjoyed reaching more colleagues via webinars about Covid-19 and how good wellbeing helps overcome the challenges we are all facing.

These are trying times. It remains a joy to work with the Taylor Wessing Talent team and we hope we shall be able to do so in even closer partnership with Taylor Wessing as we shift into the 'new world' which will reveal itself.

## Prioritising mental health

We were among first law firms to introduce dedicated mental health first aiders and we've trained over 65. We were the first law firm to provide our people with access to **Headspace** in January 2019.

In the first six months alone, our people collectively clocked up over 27,000 minutes of meditation on the app. Representatives from Headspace also join us for a special events and dedicated mindfulness sessions as continued ways of prioritising support to mental health.



### World Mental Health Day

Watch our two videos [here](#) and [here](#).

**363**  
new users

**129,687**  
minutes meditated

**65**  
mental health champions and mental health first aiders trained



# Social mobility



**Our partnership with Future First has been in place for over 10 years. It gives young people in state education unique career-building experiences. We encourage colleagues and clients to share their skills and their experiences with students. In the last year our social mobility programme has delivered:**

## **Future First Insight Days**

**For most students, attending one of our insight days is their first experience of life in the legal profession.**

Each insight day offers up to 50 students aged 16-18 a range of skills-based workshops led by our volunteers. The result is a valuable experience of life in a busy international law firm. Our people help to guide students through each workshop by sharing their experiences and acting as role models. Our volunteers are a mix of non-lawyers and lawyers because the insight days are all about showing off every career path available.



**Angus Miln** | Partner and Co-chair of our Social Mobiliy Network



**Paul Leamy** | Partner and Co-chair of our Social Mobiliy Network



**96%**

of students would recommend attending a Taylor Wessing Insight day to a friend.

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**80**

students fulfilling social mobility criteria joined us for insight days designed to inform them about what to expect from a career in the legal profession and the skills needed to succeed in it.

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**96%**

students said the workshop developed 'employability skills' that would help them get a job.

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**100%**

of students strongly agreed or agreed the workshop improved their knowledge of courses and/or jobs they could do in the future.

---

**96%**

students said the workshop made them feel they wanted to work harder on their schoolwork.

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## Future First Mentoring programme

In the last year we have expanded our support to include a dedicated mentoring programme. In 2019/20 we gave 20 students aged 16-18, who had excelled in an insight day, the opportunity to access further support. Over the course of four mentoring sessions our volunteer mentors provided additional guidance and words of wisdom.

As a result of the three-month mentoring programme, students reported increased aspirations and an increased sense of belonging in a professional working environment. Students also reported increased ability and confidence in making important life decisions in the future.

As a result of the three-month mentoring programme students reported:

- increased aspirations
- an increased sense of belonging in a professional working environment
- increased ability and confidence in making important life decisions in the future.

## Feedback from mentees:

I am extremely grateful to have been part of the programme and I wouldn't have chosen any other mentors to help me. All the advice I received was extremely helpful and being able to hear about your experiences was amazing.

You made me comfortable instantly and it was incredibly easy speaking to you. It has helped me in ways you can't imagine, and I am extremely grateful for the time you spent giving me advice.

You have moulded me into a much more mature and ambitious student. These mentoring sessions have been the highlight of my Thursdays and I will never regret panicking over my initial submission of my application.

## Tomorrow's Talent programme

**We're members of PRIME, an alliance of law firms across the UK committed to improving access to the legal profession through work experience.**

Our 'Tomorrow's Talent' work experience programme is targeted specifically towards students from less privileged backgrounds to gain work experience in a law firm. This scheme is core to our social mobility strategy and builds on the work we do with Future First.

Each summer we host up to 20 students, providing them with either a legal or business services work placement. The programme is aimed at students studying A-levels interested in a career in the legal sector.

As well as shadowing our people to learn about our business, one of the differentiators of this programme bespoke skills workshops and spending time with some of our clients, such as ROLI and Thought Machine. We also arrange visits to the National Portrait Gallery, to learn more about the arts and our support of the Taylor Wessing Photographic Portrait Prize.

## Here's what some of our students had to say...

**I can't say thank you enough, it was one of the best experiences ever!**

**I've absolutely loved the past two weeks and you've been so supportive and welcoming. I feel more confident now about what I want to do next.**

**Thank you so much for sharing your previous experiences with us, it's really helped me understand myself more and make some career choices.**

**This opportunity has allowed me to find out about life at a law firm, make new friends and learn new skills, thank you so much!**



You can read more about our Inclusion initiatives on our [website](#)

# The arts

Creative thinking is at the heart of our culture and we see art as an important instrument of change.

Our support for the arts plays a central role in helping us to broaden our horizons by encouraging imaginative thinking and understanding of different perspectives.

National  
Portrait  
Gallery

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THE  
FOUNDLING  
MUSEUM

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**Lost Summer series by Alys Tomlinson**

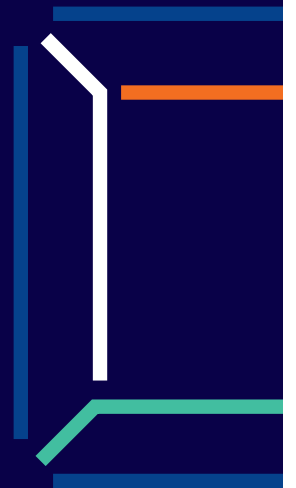
Taylor Wessing Photographic Portrait Prize winner



**20** TAYLOR WESSING  
PHOTOGRAPHIC  
PORTRAIT  
PRIZE

**We've worked with the National  
Portrait Gallery since 2005.**

Our support and relationship is now synonymous with the most internationally recognised photographic competitions in the world, the Taylor Wessing Photographic Portrait Prize.



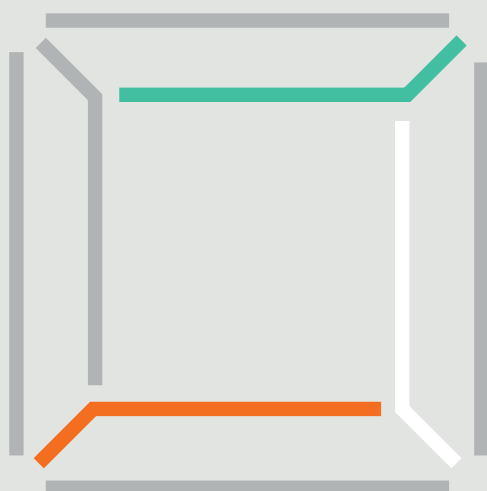




**This year, we supported Hold Still, an exciting project led by the National Portrait Gallery in partnership with HRH The Duchess of Cambridge to engage the British public through art and photography.**

For two months, members of the public submitted photographs documenting their experiences of life in lockdown. Much like the TWPPP, this project demonstrates the importance of creativity to our firm and to the whole world. The NPG recognises the value of recording an archive of these photographs, and the exhibition can all still be viewed online [here](#).





**Charlotte Hill** |  
Partner and Arts Champion

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## THE FOUNDLING MUSEUM

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**The Foundling Museum works to transform the lives of disadvantaged children through the arts and to inspire people to make the world a better place.**

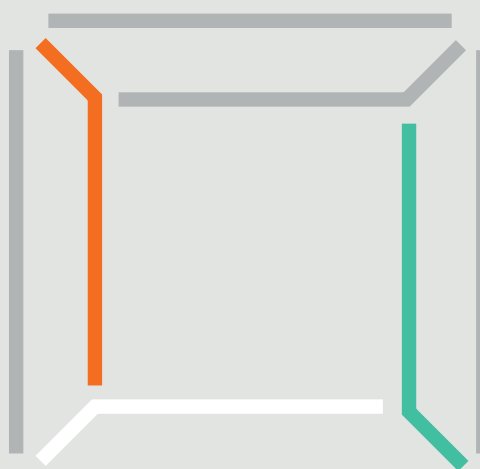
We have worked alongside the museum since 2018 as part of our Balance in Business activity, sponsoring exhibitions that promote gender inclusion and holding events in this fantastic venue.

In 2020 we supported *Portraying Pregnancy: From Holbein to Social Media*, a major exhibition exploring representations of the pregnant female body through portraits over 500 years.

### Expanding our Arts Society

We appointed partner Charlotte Hill to the role of Arts Champion in January 2020. With a real passion for the arts, her role is to engage our people and clients in our arts initiatives.

Our Arts Society has now grown to over 100 members and is made up of people from all parts of the firm, each with a different focus and all with a keen interest in the arts.





# The Roundhouse

**In September 2019, we launched our new community partnership with the Roundhouse Trust.**

Our relationship is making a tangible difference. There's a clear affinity between the work the Roundhouse Trust is doing to inspire young people and the importance we place on supporting the arts, inclusion and the community.

Working closely with young creatives supported by the Roundhouse, our teams have benefited from the new perspectives, skills and confidence built from participation in the creativity workshops. These opportunities help our people to lead, learn and develop, and think about problems and solutions in a more creative way. We're also sharing our knowledge and experience with young people through mentoring programmes.

**The Roundhouse is an amazing location that gets your creativity flowing.**

**Jo Joyce**  
Senior Associate,  
Innovation Ambassador

**Thoroughly engaging – it's made me think far more critically about what we can achieve when we push ourselves out of our comfort zone.**

**Robin Panrucker**  
Senior Talent Development Business Partner



**150+**

of our people  
have taken part in  
creativity workshops

---

**14**

people attended  
speed mentoring  
events

---

**8**

long term mentoring  
relationships  
established

---

**3**

young people  
developed their  
tutoring skills

---

**6**

new creative  
skills learned

---

**2**

professional artistic companies  
led sessions for our people

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**A great afternoon that  
provided some useful  
insights and tools for  
improving communication  
skills. Lots of fun too!**

**Lauryn McKinney**  
Internal Communications Manager



# Community engagement

**Working together as a team is part of our core values. We're not just colleagues, we're a community. We empower others and work together to achieve our shared goals, and our success is measured by the difference we make in the communities we work in.**

## **Volunteering – Make a difference days**

Our people love to give back and everyone gets a paid volunteering day each year to use in various ways and with a charity they choose – through reading schemes, skills-based volunteering and team-based activities. Last year our people recorded over 100 make a difference days and over 3,100 hours of volunteering as part of our various community engagement opportunities.



## Here's what some of them said about the initiative...

Amazing experience, the volunteers and community workers put a lot of hard work and time into running the organisation and teaching skills that the students are able to learn and take into the workforce. Everyone was very friendly, and I would definitely recommend to anyone. I would love to come back again sometime.

**Georgia Woelfel**  
Secretary

Volunteered at **Share Horticulture**

My make a difference day was an amazing experience, I got so much more out of the day than I expected and the people we helped were so grateful.

**Jo Hogan**  
Credit Controller

Volunteered at **Trinity House**

Such an inspirational day. The guys who work for The Bread and Butter Thing are truly amazing and it was fantastic to be a part of their life changing work.

**Laura Rigby**  
Talent Advisor

Volunteered at **Bread and Butter Thing**





## Giving back this Christmas

This year, we were unable to host our annual Festive Family Fun Day. But we decided to go virtual instead! Across the firm, our teams and networks put together a suite of activities and initiatives for our people and their families to take part in to kickstart this festive season and support each other throughout the pandemic.



We are immensely proud to see the commitment, dedication and enthusiasm that goes into these initiatives and our achievements. Even though the landscape in December was very different to previous years, we still found ways for our people to get involved and support the communities in which we work. From our friends at St Mungo's, to the children at KidsOut, whose donations from us make the world of difference, we created many ways to give back and feel both supportive and supported this Christmas. And with the help of Father Christmas and some rising stars of The Roundhouse, our reimaged Festive Family Fundraiser for 2020 raised over £1,000.





**Thank you so much for the array of items you delivered to the Lodge. Your generous financial donations go a long way to support St Mungo's work at this unprecedented time.**

**We have supported over 3,000 people to self-isolate safely in hotels under the Everyone In Initiative, and about 1,000 people into longer-term accommodation.**

**As well as offering accommodation, food and social care assistance, we continue to support clients in moving into the next phase of their journey out of homelessness; including accessing healthcare, mental health support and securing employment.**

**Support from corporate supporters such as Taylor Wessing is vital in order for us to continue to assist those in need.**

**Catherine Townson**  
Corporate Partnerships Manager,  
St Mungo's





## Trainee induction – Tump 53

**It's important to us that our trainees understand our values and commitment to our local communities and the environment. So, our trainee solicitor induction programme also includes a volunteering day.**

In summer 2019 we returned to Tump 53, a nature reserve in South East London where we got stuck in with site clearing and planting to make the site ready for groups of local primary school children to learn more about nature.





## Reading scheme

Each week, volunteers give up their lunch break to support primary school pupils improve their reading skills.

We've developed our relationship with St Jude's in Southwark over many years, providing additional support during the school year. We currently have over 40 volunteers signed up and are developing a similar scheme in Liverpool. This has also moved online to continue our support throughout the pandemic.

## Matched giving

Our matched giving scheme means we're able to support the many charities our people are passionate about. When colleagues take part in individual or team fundraising, we match their fundraising or sponsorship efforts. Last year we made 24 'Matched Giving' donations, totalling over £7,500, supporting 20 further charities:

Samaritans, SUDEP Action, Shelter, Noah's Ark Children's Hospice, Bloodwise, Anthony Nolan, MindOut, Archer Academy Trust, South Sefton Foodbank, Ovarian Cancer Action, The Roundhouse, Mind, Macmillan Cancer Support, Marie Curie, Alzheimer's Society, Community Music, Solace Women's Aid, Marine Conservation Society, St Mungo's, Movember, London Marathon, Friends of Edwell Grove, Cancer Research UK.

## Payroll giving

Our payroll giving scheme is also a huge success. Thanks to our people's generosity, we have been awarded the Payroll Giving Gold Award three years running.

With employee contributions totaling over £25,500 in 2020, our scheme added an additional £7,800 in matched donations during the year. This brings the amount given to charities to over £33,300. We look forward to giving even more through this initiative next year.

Employees contribution

**£25,540**

The firm matched

**£7,859**

Total contribution

**£33,399**

## City Giving Day

In times of challenge and particular hardship, giving back to our local communities through acts of kindness helps us come together, supporting people when they need it most.

City Giving Day 2020 took place virtually, so we celebrated our colleagues and community partners in a short film showcasing the amazing work they've been doing to provide a helping hand over the past year.



Watch our video [here](#)



# Pro bono

**Giving voluntary legal advice to those who need it has never been more important. Our community has played an active role in these vital efforts.**



**Paul Callaghan** | Pro bono Partner

**Undertaking pro bono work is a way for our lawyers to consider the local, and more personal impact the law can have on people's lives.**

Pro bono work also provides our people with development opportunities, as well supporting our responsible business priorities. It's for this reason that pro bono forms such an important part of our strategy.

We have chosen to prioritise access to justice for organisations and individuals in the areas of inclusion, the arts and the environment.

## In 2019/20...

we became members of Trust Law and Collaborative Plan for Pro Bono

---

# 135

lawyers participated in pro bono work

---

# 48

new pro bono clients

---

# 2,465

hours of free advice for community organisations, charities and individuals

---

# 57%

up from 2018/19

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## Weekly Legal Advice Centre

**Our volunteer lawyers provide much needed legal advice to local community clients in Southwark.**

A relationship spanning over 10 years and led by our trainee solicitors with City of London Law students, we advise on housing, employment and contractual disputes. Sessions are supervised by experienced solicitors, who are on hand to assist with tricky queries or issues.

**The Covid-19 pandemic has resulted in the closure of several of London's legal advice clinics – many of which were already struggling due to legal aid funding cuts. As legal professionals, it is therefore vital that we continue to assist our local communities by providing pro bono legal advice. Just a small amount of our time can have a huge impact.**



**Oscar Hodgson**  
Trainee Solicitor

**The Blackfriars clinic is a beneficial exercise all round; most advisors have at some point been able to further the resolution of issues for clients, who felt they had exhausted all their options.**

**On a personal level, Blackfriars provides a great opportunity to run my own small matters and provide direct advice to clients. You often have to think pragmatically on your feet while in the client meeting itself.**

**Blackfriars has provided great experience for building my skills and confidence as a lawyer.**



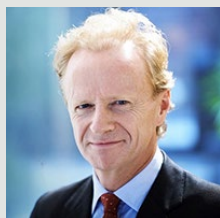
**Clementine Hickman**  
Trainee Solicitor

## The Human Dignity Trust

**We've continued to support our long-standing pro bono client, The Human Dignity Trust (HDT) this year.**

HDT is an international organisation using the law to defend the human rights of LGBT+ people. We give advice on litigation strategies and most recently in respect of two nation states, to attempt to decriminalise homosexuality. This recent example was obviously a very important case for a charity we're proud to have a long-standing relationship with. We're now in the process of drafting submissions to the UN's Human Rights Council as part of our work for the client.

**Taylor Wessing's support has been superb at every level, incredibly swift responses and impeccable strategic judgment and analysis at each stage. Small charities like us simply could not survive without support of this quality in what is often a very difficult landscape.**



**Tim Otty QC**  
Founder Human Dignity Trust





# Acting sustainably, together



**Philip Shepherd** | Sustainability Partner

**Our planet's resources are limited and it's vital we all find ways to make our businesses more sustainable.**

As one of the first law firms in the UK to become BSI certified in ISO 14001, we hold ourselves to high standards. We continue to work with our people, suppliers and providers to manage and reduce our impact on the environment, and to find new ways of doing so.

## Becoming more sustainable

Working with our landlords and our fellow tenants in London we're very proud to work together in ensuring that all waste we produce is disposed of responsibly with nothing going to landfill.

We've ditched plastic; there are no plastic cups or cutlery in our restaurant and we use vegware containers, which can be composted. We recycled office furniture and waste bins by donating them to The Woodside Primary Academy in Thurrock and to primary schools across London.

And, we're saving energy wherever we can. For example, last year we reduced perimeter lighting by 50% and reduced air conditioning by 2%.

## Legal Sustainability Alliance

We are founding members and part of the exec group of the Legal Sustainability Alliance, whose aim is to enable members of the Legal Sector and their clients to work together to influence the climate change agenda.

Last year we expanded our commitment by signing up to their Legal Renewables Initiative – a public commitment to switch to 100% renewable energy by 2025. This bold target is 25 years ahead of the government's legally binding net-zero target.

## BREEAM standard in Liverpool

BREEAM is the world's leading sustainability assessment method for masterplanning projects, infrastructure and buildings. It recognises and reflects the value in higher performing assets across the built environment lifecycle, from new construction to in-use and refurbishment.

So, when it came to expanding our presence in the UK, and signing a 10-year lease for 12,700 sq ft of office space in the Edward Pavilion Building in Liverpool's Royal Albert Dock, we have targeted 'Excellent'. Another example of our commitment to reducing the impact on our environment, this target will also help shape and improve our people's health and wellbeing.

## Exceeding the ISO 14001 and ISO 50001 standards

Along with being awarded ISO 14001 for Environmental Management, we're BSI certified for the Energy Management System, ISO 50001. These are internationally recognised standards for environment and energy management, ensuring that we measure, monitor and reduce our energy consumption.

Feedback from our BSI audits on our ISO 14001 and ISO 50001 is consistently excellent. Two years running, auditors have noted over 100 items of evidence that showed our systems met the international compliance standard and overall, exceeded the compliance of others in the market.



## Our sustainability strategy for the years ahead



**We must act now to limit the damage and bring about a more sustainable world.**

**We are committed to becoming carbon neutral in our operations before the end of 2023. That means reducing our emissions and offsetting those we can't reduce.**

**We will also advocate for the use of technology to accelerate decarbonisation. Being carbon neutral is a good start, but it is not enough.**

**Our long-term goal is to become net zero. We will not rest for a moment until we get there and will engage with our colleagues to set an ambitious target for achieving net zero.**

**Phillip Shepherd**  
Sustainability Partner

**We look forward to updating you on our sustainability strategy and the initiatives you support us with in more detail throughout 2021.**



# What we stand for

**Taylor Wessing is a community of independent thinkers, connected by our core values and our drive to challenge expectation.**

**The following values shape what we do and how we do it.**



## Excellence

Excellence is everything; we never compromise on it or settle for less. We set high expectations of our people around commercial decision making and client service, which enables us to invest in their future. This makes us an exceptional firm to work for and with.

## Creative

We challenge ourselves to find the best solutions to legal and business issues. We're self-starters, are always questioning, innovating and learning. Our curiosity, passion and insight drives us to find new ideas and inspires others to achieve them.

## Responsible

We have a positive, uplifting impact on our clients, our sectors, our society and our environment. We think and act sustainably.

## Team

We're not just colleagues, we're a community. We empower others and work together to achieve our shared goals for the long term success of our business. We recognise each other's achievements. We support and motivate.

## Integrity

We believe in doing the right thing and take pride in the work we produce. We are open and honest, building trusting relationships with clients and colleagues by doing what we say.

## Respect

We embrace individuality; we understand it and appreciate it. We bring diverse teams together to create an impact in an inclusive and meaningful way.

Challenge expectation, together



**1000+ lawyers**  
**300+ partners**  
**28 offices**  
**16 jurisdictions**

<b>Austria</b>	Klagenfurt   Vienna
<b>Belgium</b>	Brussels
<b>China</b>	Beijing   Hong Kong   Shanghai
<b>Czech Republic</b>	Brno   Prague
<b>France</b>	Paris
<b>Germany</b>	Berlin   Düsseldorf   Frankfurt   Hamburg   Munich
<b>Hungary</b>	Budapest
<b>Netherlands</b>	Amsterdam   Eindhoven
<b>Poland</b>	Warsaw
<b>Slovakia</b>	Bratislava
<b>South Korea</b>	Seoul*
<b>UAE</b>	Dubai
<b>Ukraine</b>	Kyiv
<b>United Kingdom</b>	Cambridge   Liverpool   London   London TechFocus
<b>USA</b>	New York   Silicon Valley

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