

Building better futures

Responsible Business Highlights



THE GLOBAL GOALS
For Sustainable Development

Contents



"Responsible business lies at the heart of the firm and our purpose is to inspire, impact and support our clients, people, industry sectors and communities and to deliver excellence."

Penelope Warne,
The Senior Partner



Welcome



The scale and scope of the global challenges our society faces today, and in the future, are enormous – from the climate crisis to inequality. Guided by the UN Sustainable Development Goals and our commitment to the UN Global Compact, we work with all stakeholders to respond to these challenges.

Our ambition is for the firm to be a leader in social purpose. This year we brought together the different strands of our community investment work and created our Social Impact programme. The aim of our new Social Impact programme is to ensure that together and individually, we are able to make a positive difference in the communities we live and work in, both locally and globally.

Climate action remains a top priority for the firm and we are absolutely committed to addressing our impact on the environment. This is evidenced by our ambitious near-term carbon reduction targets approved by the Science-based Targets Initiative and market-leading CDP rankings for our own carbon emissions and those of our suppliers.

Equally important is our role in advising clients as they grapple with issues arising from the climate crisis, sustainability and the rise of ESG. There is both an opportunity and a responsibility for us to support our clients and society to face global challenges and deliver a more sustainable future for us all.

Penelope Warne,
The Senior Partner

Our approach

This document provides an overview of the firm's responsible business approach and activities and how we are embedding these into all we do.

Our purpose is to inspire, impact and support our clients, people, industry sectors and communities and deliver excellence.

Guiding all our work are the UN Global Goals and our commitment to the UN Global Compact.

Our approach is focused on three pillars

**Our
business**

**Our
environmental
impact**

**Our
social impact**

The UN Global Goals

The UN Global Goals are a set of 17 goals for government, businesses and individuals that address the greatest challenges of our time. We are working together with the aim of ending poverty, protecting the planet and enabling prosperity for all. The Global Goals are fundamental to building a better future for all and we are committed to helping make them a reality.



The UN Global Compact

As part of CMS globally we are signatories to the UN Global Compact, the world's largest corporate sustainability initiative. As a participant of the UN Global Compact, we support the 10 principles of the UN Global Compact and are committed to embedding them across our business.

Human Rights

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.

Our approach

In line with the UN Guiding Principles, we respect and support fundamental human rights and we work to guard against complicity in human rights abuses.

We strive to avoid causing or contributing to adverse human rights impacts on our people and, through the running of our offices, those who work for us through our supply chain. We also commit to addressing such impacts immediately should they occur. Details can be found in our Modern Slavery Statement and Ethical Procurement policy.

As part of our commitment to respecting and supporting fundamental human rights we provide Pro Bono legal support to a range of charities and organisations that promote human rights and work to eradicate human rights abuses. For example, we advise Happy Child International Foundation, who carry out campaign, research and advocacy work in order to end Child Sexual Exploitation and Abuse (CSEA) and Rights of Women, a charity working to eradicate violence against women.

Measurement/commitment

- Continue to work in partnership with key suppliers and stakeholders.
- Keep our procurement processes under constant review and enhance them where appropriate.
- Respond quickly and effectively to any Human Rights concerns raised and record as appropriate.
- Continue to provide pro bono support to a charities and organisations that promote human rights and work to eradicate human rights abuses.

Labour Law

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 labour;

Principle 5

The effective abolition of child labour; and

Principle 6

The elimination of discrimination in respect of employment and occupation.

Our approach

As a law firm, upholding the highest professional standards and complying with all laws, regulations and rules relevant to our business is an absolute priority. Our responsible business and social impact strategy aims to improve the impact of our business on society and the economies of the regions within which our offices are based.

We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery, human trafficking or child labour in our supply chains or in any part of our business. We have an Ethical Procurement policy which reinforces our commitment to ensuring the highest standards of behaviour in our suppliers, particularly in relation to labour and other forms of human rights.

We are dedicated to maintaining a fair, ethical and inclusive workplace for all our staff. We comply with all applicable employment legislation relating to recruitment, including right to work evidence. We have clear Whistleblowing, Grievances and Dignity at Work policies which are published on our intranet site: if there are any concerns about any wrongdoing or breaches of law these concerns can be raised in confidence without fear of disciplinary action.

Measurement/commitment

- Continue to implement our labour policies across all our operations.
- Continue to review and reinforce how we monitor labour risks across our supply chain.
- Continue to strive to be as diverse and inclusive as possible.
- Continue to support Social Impact and Pro Bono initiatives that focus on eliminating discrimination.

Environmental

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

Our approach

We recognise that in providing our global legal and tax services our day-to-day operations have an impact on the environment. We are committed to reducing these adverse impacts and where we can, to have a positive impact on the environment.

Measurement/commitment

We have set industry leading environmental targets and commitments and full details can be found on page 18.

Anti-Corruption

Principle 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

Our approach

We are committed to the highest standards of the professionalism, ethics and integrity. We comply with professional bodies and regulations in all the jurisdictions we operate in.

We have robust policies and procedures on client and matter onboarding, anti-money laundering and bribery and corruption which we review regularly. Our people are encouraged to raise concerns quickly and confidentially and we provide regular training on these subjects.

We advise our clients on all aspects of risk, regulation and governance and as part of our commitment to working against corruption in all its forms, we provide Pro Bono legal support to a range of charities and organisations that work in this area.

Measurement/commitment

Continue to keep all our risk and anti-corruption processes and policies under constant review and will enhance it where appropriate.

Our business





We are committed to operating responsibly and making a positive contribution to society

As a law firm, upholding the highest professional standards and complying with all laws, regulations and rules relevant to our business is an absolute priority.

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As part of our ESG reporting and management we undertake an Ecovadis rating and currently have a Bronze rating.



Looking after our people

CMS places great importance on health, safety and wellbeing, and is committed to providing a wide range of initiatives to support the health and wellbeing of our people.

Supporting and improving mental health is a key consideration and we have signed up to the Mindful Business Charter, which aims to reduce unnecessary workplace stress. We also have a Board member Partner to champion mental health and wellbeing at strategic level.

We promote a culture of openness about mental wellbeing and produced our own 'This is me' film featuring colleagues from across the business sharing their own stories.

We provide mental health awareness training for Partners, business leaders and people managers and have a global network of Wellbeing Ambassadors who are mental health first aid champions.

Recent initiatives include the introduction of a Domestic Abuse policy with training for our Wellbeing Ambassadors and HR teams, and a new Menopause policy. We now have a team of trained Menopause Champions, and the firm has signed up to the Menopause Friendly accreditation scheme.

We run a regular programme of wellbeing webinars which are popular and well attended.

All staff have access to a confidential Cognitive Behaviour Therapy service and Employee Assistance Programme counselling programme, a variety of online resilience tools, a dedicated Occupational Health Adviser and on-site physiotherapist.

“We are committed to making diversity and inclusion central in everything we do. It means that all careers in CMS can thrive and that we can excel in the delivery of our legal services for our clients. It also makes our firm a more rewarding place to work and a strong and sustainable business. We embrace differences and encourage diversity of people, views and experiences for the benefit of all.”

Penelope Warne,
The Senior Partner



Diversity and Inclusion

As a global, future-facing law firm diversity and inclusion are not just aspirations for us, they are an imperative.

Fostering a supportive and inclusive culture that encourages authenticity and celebrates all our people and their unique backgrounds is key to our approach.

We are proud of the progress we have already made but diversity and inclusion is always going to be a journey and there will always be scope to get better.

That is why we don't just do this alone. We collaborate – with our clients, the wider community, charities, schools, suppliers and, of course, our people – as it enables us to have an even greater impact.

CMS UK LLP Board (including our international offices) includes **50%** women, LGBTQ representation and a broad diversity of members including over **80%** first generation university



6th year in a row recognised as a **Times Top 50 Employer of Women** and **33%** CMS partners are female (+7% from 2017)



4 Faith Networks (Christian; Hindu; Jain & Sikh; Jewish; Muslim) and our **ENABLE** (disabilities) network in its 8th year



30% of our Trainee hires in 2020 were from a Black, Asian or Minority Ethnic (BAME) background



Official Pro Bono Legal **Sponsor of Pride** in London since 2012



51% of all colleagues attended a UK State School



CMS Law Scholarship and bursary scheme in its 10th year helping disadvantaged young people to enter the legal profession



Growing **Family** and **Carers networks**



Working closely with The Law Society, the Solicitors Regulation Authority and the GC100 to improve inclusion and diversity in the legal industry



Our environmental impact

7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION







Our environmental impact

We are committed to addressing our impact on the environment and have set ambitious climate action commitments.

Our climate commitments

We recognise that in providing our global legal and tax services our day-to-day operations have an impact on the environment. Our environmental policy, set out below, aims to reduce these adverse impacts. This environment policy covers all of our UK operations. We are working on extending this to include our non-UK operations.

Our Environmental Policy

- **Operate compliantly, achieving or exceeding all compliance obligations in our UK operations.**
- **Create realistic objectives and targets in environment management to reduce our impacts, including Science Based Targets.**
- **Effectively control the environment aspects and impacts arising from our activities.**
- **Educate and inform our personnel on the environment challenges, this policy and the actions they can take to deal with them.**
- **Challenge our suppliers and contractors to innovate in support of our commitment.**
- **Identify and implement technologies and techniques as appropriate that will reduce our impact.**
- **Reduce and sustainably manage the waste that we produce.**
- **Assess the risks and opportunities in environment management for our operations and manage them accordingly.**
- **Consider the long term impacts of our services in decision-making.**
- **Review and report on our progress.**

Our commitments

Board commitments

Sustainability is a central, strategic priority for the firm at Board level. Our Sustainability Board Committee, led by Penelope Warne, our Senior Partner, meets regularly to prioritise and oversee implementation of our climate change and sustainability commitments.

Near-term target

CMS UK and its international offices was the first of only two law firms globally to announce and set a near-term Science Based Target to measure our carbon reduction progress. We are aiming to reduce our emissions 30% by 2025 and 50% by 2030, across Scopes 1, 2 and 3.

Long-term target

CMS UK and its international offices are committed to being Net Zero by 2050 at the latest. We are in the process of setting a Net Zero Standard approved by the Science-based Targets initiative (SBTi) in line with their revised guidance.

CDP measurement

The UK firm is ranked by CDP, the highly respected not-for-profit which measures how organisations are reporting and managing their impacts on the environment. We score an impressive "A-" for both our own activity and for our work with our supply chain.

100% Renewable energy

Seven of the firm's eight UK offices now run on 100% renewable electricity. We are renegotiating electricity contracts across all of our offices to maximise supply from renewable sources.

Responsible procurement

The firm's Procurement team are leading a review of suppliers' carbon reduction commitments and working with them to develop sustainability workshops to share best practice in the supply chain.

Climate footprint app

We launched our 'MyGreenerFootprint' app to 3,200 of our people to help them assess their own carbon footprints and engage with the firm's initiatives.

Pro Bono legal support

We provide Pro Bono legal support to a range of environmental charities and organisations.

The Chancery Lane Project

We partner with The Chancery Lane Project, a collective of legal professionals working together to develop new model clauses and contracts to address climate change. Working collaboratively across the legal sector, our lawyers have provided pro bono advice to help create new legal precedents that incorporate climate considerations and effect real change.

Climate action: using the law to drive change

We have partnered with education charity, Young Citizens, to develop a series of new workshop and teacher-led resources that teach school children about the UN Global Goals and Climate Action and specifically how the law can be used to drive change. These new resources help to further cement the firm's long-term commitment to education, social impact and sustainability and provide a legacy that will continue to increase understanding about the important role that law can play in climate action.

Environmental volunteering

As part of our Social Impact programme, we run environmental volunteering opportunities which involve our people and clients across Europe, the Middle East and Asia

CMS Dubai beach clean-ups with Emirates Marine Environmental Group

CMS Dubai have partnered and volunteered with Emirates Marine Environmental Group. As the first marine environmental group in the UAE, EMEG provides services and solutions for a variety of projects focusing on a range of marine and terrestrial environmental issues from around the country. During our first beach clean up event the CMS cleared over 200kgs of plastic waste from the beach!

Planting trees with The Conservation Volunteers

Volunteers from our Edinburgh office teamed up with conservation charity, The Conservation Volunteers (TCV) to plant 250 trees in the Pentland Hills as part of an ongoing regeneration project. Teams also helped to build a sensory garden at Redwoods House in Midlothian, a home for adults with additional support needs.

Our social impact



4 QUALITY
EDUCATION



10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

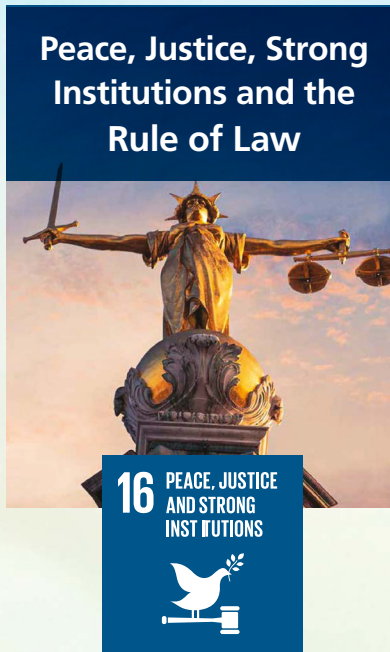


Our social impact

Our Social Impact programme was created to ensure that together and individually, we are able to make a positive difference in the communities we live and work in, both locally and globally.



As part of our commitment to the UN Sustainable Development Goals we focus our efforts in areas we can have the most impact:



Highlights of 2020/21:



All staff are encouraged to spend up to 50 hours a year on Responsible Business and Social Impact programmes. Fee earners can spend 100 hours, as this includes Pro Bono work.



CLEANING OF CELL

- PURGE WITH AT LEAST 5
- ASPIRATE OF FLOW C AND ALLOW TO REMAIN IN CELL FOR 3
- PURGE WITH DISTILLED

3 GOOD HEALTH AND WELL-BEING

10 REDUCED INEQUALITIES

17 PARTNERSHIPS FOR THE GOALS

Our global charity partner

Médecins Sans Frontières

Médecins Sans Frontières (MSF) became the CMS Global Charity Partner in May 2020. MSF is an international, medical humanitarian organisation working in more than 70 countries around the world. The charity helps people quickly, effectively and unbureaucratically, irrespective of their race, religion or political orientation. We are proud to be partnering and supporting MSF.

“Our partnership with CMS is of real significance to MSF’s work providing medical care in conflict zones, natural disasters and epidemics. In addition to their generous year-round financial support, CMS harness the unique skills of their employees to support MSF’s mission through pro-bono projects, by engaging in a wide range of fundraising activities, and through our Missing Maps sessions to map some of the most vulnerable parts of the world. We are incredibly grateful to work alongside CMS to achieve our goals.”

Vickie Hawkins,
Executive Director, MSF UK



SOCIAL IMPACT FUND



10 REDUCED
INEQUALITIES



13 CLIMATE
ACTION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Social Impact Fund

The CMS Social Impact Fund was launched in April 2021 to support organisations that make a positive social impact in communities where CMS staff live and work. Over 70 grants were awarded across the world focusing on projects addressing the Global Goals.

Organisations we have supported this year include:

Aberdeenshire North Foodbank who support people in food poverty and crisis. We are helping to fund a kitchen garden, which will provide fresh fruit and vegetables for the local community as well as training and placement opportunities for people to learn new skills.

Világos Alapítvány in Budapest, who support vulnerable children in state care through a children's centre and programmes such as mentoring.

Support Through the Courts in Sheffield who provide emotional and procedural assistance to litigants in person in the family and civil courts.

Social Health Growth in Singapore, supporting vulnerable women through education and empowerment programmes.

River Bank Primary School in Luton, whose pupils are particularly economically disadvantaged. We are helping to fund an accessible multi-purpose sensory garden.

Letokruh, z.ú. in Prague, who support elderly and isolated people in the community through a companionship programme.

The European Law Students Association in Poland who are organising a Climate Change conference to educate and empower law students.

The Girl's Network in Manchester, which works to break the cycle of disadvantage and inequality that girls from low income communities face. Our grant will help fund a mentoring programme for 11 young women.

Launchpad Reading, who provide people with a history of homelessness access to a range of opportunities that help them move towards employment.



Education and social mobility focus

We combine the expertise, talent and passion of our people to deliver industry leading education and social mobility initiatives. Our aim is not only to inspire the next generation of professionals, but help equip them with the knowledge, skills and experience to succeed.

International Women's Day Student Masterclass

Every year we celebrate International Women's Day across our global community. In our London and Scottish offices we do this by bringing together a group of inspiring professional women and female students from lower socio-economic backgrounds for a masterclass in networking. Run in partnership with the charity Career Ready and many of our clients, over 100 students from local schools come to CMS where leading female businesswomen, scientists, lawyers, fashion designers and many others share their career journeys and tips with the students.

"I really enjoyed it and found each of the students to be willing and open to getting involved, as well as genuinely interested and keen to hear what each of us had to say. The only thought I had in my head as I left today was that the world had better be prepared for the determined generation of women coming up, if those attending today are anything to go by!"

Claire Thompson, Scottish Enterprise

#CMSBuildingBetterFutures Hub

The COVID-19 pandemic meant we had to adapt and innovate the delivery of CMS' education and social mobility programmes. We collaborated with charities and community organisations to understand how we could engage and support young people during a challenging time when employer outreach was severely impacted. #CMSBuildingBetterFutures Hub, believed to be the first-of-its-kind in the UK legal sector, provides insights into CMS, the workings of the legal industry, and some of the many different roles that make up a commercial law firm. In addition to this, the Hub contains resources to help young people develop the key skills required for further education and the world of work. This innovative and informative online platform is free to access for all young people and moves beyond the traditional in person engagement activities between employer and young people.



Reducing inequalities focus

Addressing homelessness

Homelessness is a growing problem in many of the communities we operate in and we partner with organisations across the UK to address this.

Social Bite partnership in Scotland

In our Scottish offices, we support Social Bite, a charity that aims to end homelessness in Scotland. Our support has involved volunteering, financial support, pro bono legal advice and participation in Social Bite's "Sleep in the Park" – a fundraising campaign involving a mass "sleepout" by participants to end homelessness.

Whitechapel Mission in London

We support the Whitechapel Mission, a homeless centre in East London. As well as volunteering throughout the year, CMS takes over the Mission for a week of dedicated support each year in January, helping to serve breakfast, sort clothing donations and provide guidance to the 300 homeless men and women who use the centre each day. In 2020 over 140 people from CMS and clients – including NatWest Group, Unilever and HSBC – gave over 600 hours of their time for this worthwhile cause. 16 large boxes of clothing and toiletries were also donated.

The Booth Centre in Manchester

The Booth Centre is a day centre that offers advice, activities and support to homeless people in Manchester. The office has taken part in a "sleep out" to raise vital funds for the Booth Centre, donated food and toiletries and also volunteered in the centre itself, serving meals and getting to know the people who use the centre's services.

Willing Hearts Soup Kitchen in Singapore

Volunteers from CMS Singapore dedicated the (very early) morning to help out at the Willing Hearts Soup Kitchen, doing something small but meaningful for those in need. The soup kitchen distributes roughly 5,000 meals daily to the elderly, the disabled, low income families, and migrant workers in Singapore.

"CMS have provided invaluable legal support and advice to Social Bite as well as volunteers for many of our programmes and fundraising events. We are delighted to have CMS as a key part of our movement to end homelessness in Scotland and are incredibly grateful for their continued support!"

Josh Littlejohn MBE, Co-founder, Social Bite

Pro Bono

We share the knowledge and skills of our people to provide free legal advice to charities, NGOs and social enterprises and individuals in need. We also provide legal education and training to help community organisations navigate their legal issues and build capacity in the sector.



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



Key facts and figures

We collaborate with TrustLaw, A4ID and Pilnet to create partnerships that make an impact



We have long-standing relationships with a number of charities including Shelter, PRIDE London, Marie Curie and Social Bite



We provide volunteers for several community legal advice clinics and advocacy projects

All fee earners are encouraged to spend up to **100 hours** on responsible business and social impact activities (including pro bono work)




7,600 pro bono hours recorded



We partner with many clients including Aon, Dentsu Aegis Network, HSBC and Amazon



An hourglass is shown in the foreground, filled with a scene of a sunset over a body of water. The sun is low on the horizon, creating a bright orange glow that fills the upper bulb of the hourglass. The lower bulb shows the reflection of the sun and the horizon line. The background is a blurred, warm-toned landscape, possibly a beach or a field at sunset.

'CMS lawyers have undertaken some ground-breaking work, providing expertise and skills above and beyond. It is a pleasure to work with such an inspiring law firm.'

Yasmin Batliwala JP,
Chief Executive,
Advocates for International Development (A4ID)

Global support for World Bank Group

Spanning across 189 countries, the World Bank Group is a unique global partnership working for sustainable solutions that reduce poverty and build shared prosperity in developing countries. Through our relationship with A4ID, CMS is involved in the World Bank's annual Global Research Project – Doing Business. The project involves business laws and regulations in 189 countries to identify what type of business regulations are most favourable to economic growth. Over 150 volunteer lawyers have been involved in the project across our offices in UK, UAE, Oman, Slovakia, Czech Republic, Brazil, Bulgaria, Poland, Hungary, Romania and Ukraine.

Helping charities with data protection regulations across CEE

Our CEE offices have helped a number of pro bono clients with their General Data Protection Regulation (GDPR) implementation projects, including NGOs such as the British Chamber of Commerce in Hungary, Bator Tabor Foundation (a charity that supports children with cancer or other chronic illnesses in Hungary), Red Noses Clown Doctors and many more.

Supporting Marie Curie in the UK

Marie Curie provide care and support for people living with any terminal illness, and their families. Last year they cared for over 40,000 people across the UK.

In the last 12 months CMS have supported Marie Curie's property transactions, covering their office premises, hospices, and charity shop portfolio across the UK. CMS Scotland have assisted them on a pro bono basis with the acquisition and development of new hospices in Oban and Perth; we have secured new leases for their premises in Edinburgh, Ayr, Glasgow, Bearsden, Saltcoats, Stirling, Cowdenbeath, Alexandria, Troon, Hamilton, Kirkcaldy, and Alloa (and over 20 locations in England & Wales as well).

CMS have also provided pro bono support to help Marie Curie create template construction contracts and provided pro bono employment advice to Marie Curie, with commercial contracts and procurement services.

'The support we've received from CMS's property team has been amazing. I regularly express my disbelief to my colleagues about the scale of the generosity - CMS are making an incredibly valuable contribution to our mission: to provide terminally ill people with high quality care.'

Miranda Fisher,
Legal Counsel, Marie Curie



17 PARTNERSHIPS
FOR THE GOALS



Partnering with our clients on social impact initiatives

We partner with a range of clients on social impact projects, enabling us all to deliver more impact.

Microsoft

We have partnered with Microsoft on delivering high impact education and social mobility initiatives for a number of years, including PRIME, The Social Mobility Business Partnership and Career Ready.

Aon

We worked in partnership with AON to provide pro bono support and legal education to charities and NGOs as well as volunteering together at the Islington Law Centre. We are delighted to have supported organisations such as Blueprint for All (previously The Stephen Lawrence Foundation), Habitat for Humanity and The Entrepreneurial Refugees Network.

NatWest Group

We partner with NatWest Group on education and employability initiatives, including Young Citizens' Experts in Schools programme, legal workshops, social mobility webinars and work experience programmes.

"It has been fantastic to apply our combined range of skills from both in-house and private practice, to help pupils learn more about the law. Without CMS we would not have had the same access to this programme, so working with them has opened up this wonderful opportunity to our team. We really look forward to working with CMS again in the future."

Katherine Annand,

Legal Counsel, NatWest Group

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