

OC for Good

Our UK Responsible Business Report

2023



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Looking ahead

About Osborne Clarke

At Osborne Clarke, responsible business is not what we do, it's who we are.

We have a long and proud history of community contribution, employee engagement and technological innovation that supports sustainability and workplace wellbeing. Our culture encourages our people to actively engage in their workplace and their communities – using their time, skills and passion for the greater good.

We developed our Osborne Clarke for Good framework to pull these strands together, to drive continual improvement and help focus our objectives on the key impact areas which matter most to our stakeholders.

In this report, we'll tell you about that framework and the progress we have made in delivering against our objectives during the 2022-23 financial year. You'll hear how OC for Good has benefitted our people, our clients and our communities, and we'll look ahead to some of the exciting projects planned for the next year, and into the future.



Bola Gibson

Head of Inclusion & Responsible Business

A message from our Managing Partner

Welcome to our second OC for Good annual report, detailing the firm's responsible business impacts and commitments during our 2022-23 financial year.

Doing the right thing by our communities, our people, our suppliers and of course our clients is baked into how we work at Osborne Clarke. Our 2025 strategy puts environmental and social issues at the forefront of our planning, both in terms of client service – I was pleased to see the Environmental, Social and Governance practice formally taking shape this year – and our own business management. It cuts across almost every area of our work, so it's absolutely essential that we manage the ESG risks and opportunities in our own firm.

If nothing else, tackling the same issues our clients are facing – the net-zero agenda and nature crisis; managing health, safety and wellbeing; accelerating diversity and inclusion; engaging and collaborating with our supply chain to bring about change – makes us better lawyers.

My personal highlights from this year's report include:

- the continual growth of our Corporate Social Responsibility and pro bono programmes, in particular our holistic three-year, £500,000 partnership with UK Youth to advance digital inclusion.

- a thought-provoking programme of campaigns, education and events from our employee-led networks, celebrating achievements, building our communities and supporting and challenging the firm to make progress on its targets and objectives.
- collaborating with clients to give our interns and apprentices and trainees even better insights into legal and other careers with us.

The completion of our new Bristol office, Halo, with its focus on sustainability, wellbeing, inclusion and connected working, has also been a highlight. However, in the short term, the procurement associated with the move has contributed to an increase in our Scope 3 greenhouse gas emissions. We will need to go further, faster over the coming years to stay on track to meet our ambitious but essential climate goals.

This coming year, I'm committed to growing our business and in doing so, our ability to deliver positive outcomes for our stakeholders and environment. We'll continue to invest the resources to drive down our emissions, support our communities and create a workplace that is diverse and inclusive, and in which our people are able to thrive.



Conrad Davies
Managing Partner

We support the aims of all 17 of the UN Sustainable Development Goals and have identified ten with which we have particular resonance. This report explores the ways in which we have contributed to strengthening those goals over the past year through OC for Good.

SUSTAINABLE DEVELOPMENT GOALS



Award highlights

Responsible business



Ranked 5th in the Best Law Firms to Work At 2023 by Roll on Friday



Ranked 26th in the Social Mobility Employer Index 2022, a jump of 22 places



Winner of the Inclusion and Diversity Award in the Business Leader Awards 2022



Winner in the Charity Partnerships: Legal category (with Solidaritee) in the Third Sector Business Charity Awards 2023



Highly Commended in seven categories including Firm of the Year, Most Admired and Eco-friendliness in the Legal Cheek Awards 2023



Shortlisted in the Best Talent & Inclusion Initiative category (with Talking Talent) at The Lawyer Awards 2023



Award highlights

Client service



Winner of the Impact Case of the Year category in the Managing IP Awards 2023



Winner of the Best Client Service Innovation category (with Taylor Wimpey) at The Lawyer Awards 2023



Commended in seven categories in the Times Top Law Firms 2022



Shortlisted in the Law Firm of the Year category in the Thames Valley Deals Awards 2022



Shortlisted for Life Sciences Team of the Year (with BioNTech – Instadeep) and Legal Technology Team of the Year (with Open Governance) in the Legal Business Awards 2023



Shortlisted in the Innovative Lawyers in Technology category in the Financial Times Europe Innovative Lawyers Awards 2023



Shortlisted in the Future of Legal Services Innovation category at the Law.com International Legal Innovation Awards 2023



Shortlisted in the Corporate Law Firm of the Year category at the South West Dealmakers Awards 2023



Recognised for Excellence in the Most Popular Virtual Event and Most Popular Digital Campus Series, and **Highly Commended** in the Most Engaging Event and Most Engaging Law firm categories in the AllAboutLaw Awards 2023



Our framework

Osborne Clarke for Good is our way of making sure we operate responsibly, manage our environmental, social and governance risks and harness the opportunity to shape the future of our firm in a positive way. We do this by focusing on our three distinct but inter-related 'For Good' pillars, which themselves are aligned to the UN Sustainable Development Goals:



A good corporate citizen

We take our responsibilities to society seriously and try to make a difference across four areas of impact: education, environment, equality and poverty. We want to use our skills and expertise for good and to make a positive contribution. We provide our legal expertise on a pro bono basis; raise funds for charities that work in our communities, and enhance our natural environment.



Always a good employer

We want our people to thrive. That's why we invest heavily in creating a diverse and inclusive workforce. Our mission is to deliver a safe, healthy and enriching environment which recognises the importance of wellbeing and the ever changing ways people engage with the workplace.



Being a good business

Our OC for Good framework is reflected in our leadership structure with clear accountability and oversight of all our decisions and activities. We work to reduce our impact on the environment and support other businesses to do the same. Ethical procurement, fair supplier management, sustainable supply chains, stringent oversight of our legal obligations and an open dialogue with our stakeholders are critical.



A good corporate citizen



Impact summary

| Our goals | How we're reaching them | Achievements this Year |
|--|--|--|
| <ul style="list-style-type: none"> ● To deliver 4,000 hours of pro bono work during the 2022-23 financial year and increase qualified lawyer participation in pro bono to 50% ● To invest £500,000 over three years to tackle digital poverty ● To reach fundraising targets of £10,000 each in London and Bristol, and £5,000 in Reading this year ● To distribute at least £100,000 through the Osborne Clarke Charitable Trust ● To donate 3,000 hours of employee volunteering time | <p>We aim to deliver social impact across four key areas:</p> <ul style="list-style-type: none"> ● Equality: using our skills and knowledge to create equal access to justice through a varied pro bono programme ● Putting our resources into alleviating digital, relative and absolute poverty, in our communities and in parts of the UK where it is needed most ● Preparing the next generation to thrive in an uncertain future through our outreach work with young people in education, via our Bridge programme ● Having a responsible, measurable approach to reducing our impact on the environment and promoting a decarbonised future | <ul style="list-style-type: none"> ● 4,112 hours volunteered pro bono, in support of 86 organisations, valued at £1,617,911. 53% of our lawyers contributed ● Winner of the Charity Partnerships: Legal category in the Third Sector Business Charity Awards 2023 for our partnership with refugee charity SolidariTee ● Launched our £500,000, three-year partnership with UK Youth to tackle digital poverty and awarded our first tranche of grants to 20 recipient organisations ● Donated a combined total of £35,710 to our nominated location charities, exceeding our target by 43% ● Distributed Charitable Trust donations totalling £170,054, excluding UK Youth ● 3,161 hours of employee volunteering, valued at over £995,000, including 140 hours volunteered on The Bridge education programme ● £15,000 donated to Avon Wildlife Trust over three years, with additional volunteering and pro bono support |

Tackling inequality through pro bono

A new pro bono collaboration was launched in October 2022 with the National Deaf Children's Society (NDCS).

The charity assists deaf children and their families: giving expert support on childhood deafness, raising awareness and campaigning for deaf children's rights. Our initiative assists NDCS in representing families, whose children's educational needs are not being met, before the Special Educational Needs Tribunal. In the first six months of the collaboration 12 lawyers contributed a total of 299 hours to the project.



“ Being involved in pro bono is one of the most rewarding parts of my job. It is an opportunity to make a real difference in the lives of young people and their families. Knowing you have done something that means a child will now be attending a school in which they will be happy, and which will help them realise their potential, instils an incredible sense of achievement. ”

Galina Borshevskaya, Senior Associate, Commercial Disputes

Other pro bono highlights

Breaking Barriers

In May 2022, 11 Osborne Clarke volunteers led an online employability skills workshop on 'Entering the Legal Sector'. Seven aspiring refugee lawyers attended, learning about the different routes into a career in law in the UK. Attendees have gone on to study the GDL, SQE and apply for training contracts.

Friends of Jubilee Pool

Four Real Estate lawyers acted for Friends of Jubilee Pool on a pro bono matter. We advised on the heads of terms for the new lease and on the community asset transfer of the lease from the city council. 112 hours of pro bono time contributed to this project, which has secured the pool for use by the local community.

Bristol Law Centre (BLC)

We donated £10k to support staff time essential for administering and facilitating clinic processes at the centre. Our lawyers run pro bono clinics for employment and civil litigation, expanding BLC's capacity beyond in-house specialisms to meet community needs. Together, both clinics contributed 222.5 hours of pro bono time to the centre.

Promoting digital inclusion

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Digitalisation is central to our business focus, but a 2021 survey revealed that 42% of young people (6 million) in the UK do not have access to adequate broadband or technology. The link between digital access and poverty is clear, and is widening the opportunity gap for our young people. In August 2022 we announced our partnership with UK Youth, addressing digital poverty by supporting 20 youth organisations through a multi-year grant programme. For example:

- **Compass Collective in London** have used their first grant of £5,000 to purchase laptops for young refugees and asylum seekers to access their online classes and professional development support.
- **The Open Blue Trust in Wiltshire** are using their funding to purchase devices and reinstall wifi in their mobile community centre, to teach internet safety to young people struggling with rural poverty and isolation.
- 95% of the young people supported by **Highway Hope in Manchester** are from racial and ethnic minority communities. Their first grant supports their Coding Club for under 12s to learn digital skills.
- We're deepening the impact of the grant we've awarded to **Be Free Young Carers in Didcot** and other organisations by providing pro bono legal services.

The full list of our grantees and information about our initiative with UK Youth is available at osborneclarke.com/our-work-with-UK-Youth.

UK YOUTH



“UK Youth could not do what it does without the support of corporate partners like Osborne Clarke. It means we are able to elevate our support and reach more young people. Without it we would be in a very different place.”

Catherine Sykes, Corporate Partnerships Manager, UK Youth

Education: Improving access to careers in law

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The Bridge is our flagship education programme, building long-term relationships with schools in each of our local communities, which have higher than average levels of socio-economic deprivation among the families they serve. In 2022-23, on average 53.6% of students at our Bridge schools received pupil premium (additional government funding for schools to improve educational outcomes for disadvantaged young people). The national average is 26.9%.

140 hours

volunteered

950

students supported

205

students engaged 4 or more times



Client collaboration: ITV

We partnered with our client, ITV, in Norwich, Leeds, Manchester, Birmingham, Bristol and London, to deliver SMBP insight days to 84 young people inspiring them to consider private practice and in-house legal careers.



SOCIAL MOBILITY BUSINESS PARTNERSHIP

Our collaboration with the Social Mobility Business Partnership dates back to 2017 and is a key element to our success in widening access to careers in law.

This year we teamed up with our client, ITV, to offer 84 young people in six locations an insight day learning about both in-house and private practice legal careers. The students heard from Osborne Clarke and ITV lawyers about the types of work they undertake, and how the teams work together. Students were able to take part in simulated sessions and speak to a range of lawyers about possible careers.

SMBP students report feeling better informed and more confident about routes into legal careers. Two of our current Solicitor Apprenticeship intake came to Osborne Clarke after participating in our SMBP programmes.

This year we welcomed 13 students from our Bridge schools to our week-long October work experience programme. The timetable included working with our teams, insights and skills sessions, and an opportunity for the students to present their ideas to us.

Community outreach: The World Reimagined

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Left: Our London globe, Our Cup Runneth Over by Sarah Owusu.

Right: Our Bristol globe, Hidden Gems by Oshii Rowan.

Osborne Clarke was a proud sponsor of a ground-breaking national art education project launched in the summer of 2022: The World Reimagined.

The sculpture trail connected seven UK cities, each hosting the 103 commissioned globes aiming to transform how we understand the transatlantic slave trade and its impact on all of us, in order to make racial justice a reality. We sponsored globes in Bristol and London, engaging with clients and colleagues to bring the themes to life.

Following the end of the official trail, we loaned our globes to support the World Reimagined in taking the exhibition to new audiences around the UK. Then, in 2023, we donated our London globe to our Bridge partner school in London, Skinners Academy, Hackney, where it will go on display and be used to engage and inspire the next generation.

[Read more about The World Reimagined here.](#)



“Osborne Clarke understand that it’s important for our young people to see themselves in the mentors and role models they meet throughout their time with us. The globe that Osborne Clarke is donating to our school will be a focal point for celebrating black culture, creativity and art in our community.”

Chaitanya Jackson, Careers Lead, Skinners Academy

Investing in our local communities

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Our location charity partnerships have been a mainstay of the firm's charitable activity for many years. New local charity partners are nominated, and voted for, by colleagues every two years. Fundraising activities at each office support the chosen charity for an 18 month period, most recently from October 2021 to April 2023. We exceeded our fundraising targets by more than 40% this year. From bake sales to sweep stakes, quizzes to our annual Festive Fundraiser, the efforts of our office charity committees and our generous partners and employees have made a significant impact on the communities served by our three chosen charity partners.

In Bristol, **Gympanzees** promotes inclusivity for children and young people with disabilities through play and physical activity. Our donations, totalling £14,182, have contributed to their Project Home appeal, to create a purpose-built facility to meet the play, exercise and social needs of the families they support. Throughout the partnership our people volunteered at pop up gym days and were able to provide pro bono advice to support the charity.

The Childhood Trust's mission is to alleviate the effects of poverty on children in London. Our donations of £14,822 helped provide children experiencing poverty with much needed practical and emotional support through the cost-of-living crisis.

In Reading we donated £6,706 to **Rosie's Rainbow Fund** which supported the work of the charity and helped them to purchase instruments used in music therapy with children at the John Radcliffe Hospital.

All figures above include Gift Aid and matched giving from the Osborne Clarke Charitable Trust.



The Prince's
Responsible
Business Network

In May 2022 Osborne Clarke joined Business In The Community (BITC), the largest and longest established business-led network dedicated to responsible business.

Its 600 members are committed to working collectively to bring lasting beneficial impacts in their communities.

In the first year of our membership Osborne Clarke took part in a media campaign, Making Work Work, to showcase examples of our achievements and encourage more businesses to join the network to go 'further, faster' to achieve their goals.

We also signed BITC's extended Race at Work Charter and worked with a dedicated Race Advisor to develop our Inclusion Allies programme, drawing on best practice to design an inclusive, engaging series of workshops.

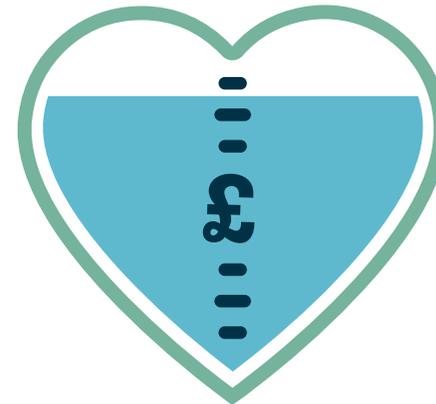
Investing in our local communities



£35,710
donated to our location charities

3,161
hours of employee volunteering

Valued at over
£995,000



Always a good employer



Impact summary

| Our goals | How we're reaching them | Achievements this Year |
|--|--|--|
| <ul style="list-style-type: none"> ● To develop a vision and strategy for wellbeing at Osborne Clarke ● To restate our diversity and inclusion strategy and targets, and publish our Race Action Plan ● To achieve 30% female representation and 6% ethnic minority representation in our partnership by 2025 ● To invest in diversity data monitoring to identify trends and guide targeted action planning | <ul style="list-style-type: none"> ● Making wellbeing a key part of our standout culture ● Investing in the development of our people ● Providing opportunities for our people to contribute to and shape our culture through our employee networks and employee council, and through a new network of Inclusion Allies ● Implementing inclusive policies that deliver flexibility and support for individual circumstances and reflect the diversity of our firm ● Continually reviewing our reward and benefits strategy, integrating offers that align with our values and support our people's wellbeing in the context of the rising cost of living and the climate crisis | <ul style="list-style-type: none"> ● Launched Your Give and Your Get and our new Wellbeing Strategy ● Published our Race Action Plan with measures to reach our representation target ● Began our Inclusion Allies programme with 312 people signing up in the first six months ● Hosted our first cohort of 11 summer interns through the 10,000 Black Interns (10KBI) programme ● Ranked 26th in the 2022 Social Mobility Employer Index, a jump of 22 places ● Committed to BITC's extended Race at Work Charter ● Signed the Age-Friendly Employer Pledge, a public commitment to age inclusion ● Shortlisted in the Best Talent & Inclusion Initiative category at the Lawyer Awards 2023 for the OC Careers speaker series |

Articulating our standout culture

In last year's report we set out our People Philosophy framework and the guiding principles and behaviours that we want to protect, develop and invest in. This year we developed **Your Give and Your Get**, setting out the expectations we have of everyone, and the commitment we make to our people:

- We deliver a standout culture
- We value everyone's contribution
- We provide great work and opportunities to develop
- We are a firm with impact and purpose

None of these would be possible without the contribution made by our people.



Our employee council, The Hub, provides a voice to all of us in shaping firm policy and strategy. This year our **Reward Strategy** was reviewed closely by The Hub and we were able to distribute a profit share, including a minimum payment, to all our people.

We have established a partnership with **Fertifa** to offer our people inclusive support with reproductive health including menopause advice, fertility care and sexual health.

Fertifa⁺

We have introduced free access to psychological therapy through **HelloSelf**, to ensure our people have swift access to support when they need it.

HelloSelf.

A renewed focus on wellbeing

We know that positive wellbeing is the foundation for strong performance, and is an integral part of Your Give and Your Get. In the aftermath of the COVID-19 pandemic, workplace burnout has become a significant risk, particularly for law firms. The listening exercise we described in last year's report identified aspects of our business that support and improve our people's wellbeing, and areas that can have a detrimental effect on both personal wellbeing and firm performance.

Our new **Wellbeing at Work Strategy** is aligned with the ISO 45003 standard on psychological health and safety at work and the HSE Management Standards.



It centres on four key pillars of wellbeing which empower our people to be healthy, productive, engaged and perform at their best: mental wellbeing, financial wellbeing, physical wellbeing, social and cultural wellbeing.

The strategy is supported by a three-year action plan which focusses on tackling root causes, building line manager capability and ensuring our package of support is effective and delivers for our people. This is good for our people, good for our clients and good for the future of Osborne Clarke.

MENTAL

Develop a working environment where good mental health is the foundation for strong performance

FINANCIAL

Support our people to feel in control of their finances

PHYSICAL

Give our people the encouragement, and help create the opportunity, to have a healthy lifestyle

SOCIAL & CULTURE

Embed a culture where people feel a sense of belonging, being valued and have strong relationships with their colleagues

Diversity & Inclusion

This year saw a refresh of our overarching **Diversity & Inclusion Strategy** to set out five strategic principles to support the achievement of our vision, and acknowledge the unique challenges faced by each individual as we strive towards equity. These principles guide our actions and help us focus on doing the right thing in order to meet our longer-term vision.

Our vision

Our people. Are people. We're all different. But we all want to be treated fairly and equitably. We want ourselves to be free at work, feel that we are included, and that we belong. We want our careers to be about our talent and contribution, appreciating who we are and where we've come from. As part of our standout culture, we aim to shatter stereotypes, smash glass ceilings and break down any false barriers that stop people being their authentic selves or reaching their full potential. Because we know that when you succeed, we all succeed.

Strategic Principles

1. Sound foundations and brilliant basics

Building processes, practices and policies that enable our people to be themselves, feel included and perform at their best

2. Inclusive leadership and management

Developing leaders and managers who are culturally competent and consciously inclusive and who are accountable for delivering inclusive outcomes

3. Bold ambition

Challenging ourselves to set and achieve ambitious targets and take bold actions that deliver more diverse teams with the skills and experiences to meet future challenges

4. People centric

To create a culture that acknowledges the need for equity, one that works for all our people, builds a sense of belonging and enables our people to thrive

5. Collaborative ecosystems

Internal and external stakeholders – clients, communities and suppliers – are actively engaged in collaborating with us to achieve our collective goals

Our International Business Commitment

Osborne Clarke UK is part of an international business with offices around the world, where great diversity initiatives have been taking place over many years. In September, our Responsible Business Manager, Maren Birresborn, brought together a team of local D&I Champions in each national business, to create an international framework to progress our joint agenda.

An international D&I working group meets regularly to share knowledge and collaborate, reporting on progress each year to the International Board. [Read our International D&I Statement in full.](#)

Diversity & Inclusion: Colleague action

Our employee networks play a vital role in supporting and representing our diverse body of employees.

Their activities raise awareness of groups underrepresented in our industry and the issues they can face in the workplace, challenging the firm to continue to build an inclusive working environment. 2022-23 was another successful year of collaborative events and campaigns:



OC Mind and Body

OC Mind and Body kicked off our events programme in May with a series of webinars, videos and written blogs marking Mental Health Awareness Week. The group organised a Coffee Lottery for people to be paired up to chat and connect, and meet someone new.



OC REACH

OC REACH: As part of our partnership with The World Reimagined and to celebrate Black History Month, we hosted events for our clients to join us in reflecting on our shared history and how to make racial justice a reality. As well as some of the artists involved in the project (Sara Owusu, Kione Grandison, Oshii Rowan and Emma Blake Morsi), we heard from David Lammy MP and Patrick Vernon OBE on the contributions of black people to today's British culture and the role the business community must play in shaping a more equal society.

OC REACH members were instrumental this year in providing insights and reflections that shaped our **Race Action Plan**.



OC Age

OC Age celebrated the firm's public commitment to age inclusiveness in November with the signing of the **Age-friendly Employer Pledge** and collaborated with OC Mind and Body to launch the OC Menopause Lounge, an informal safe space to share experiences and find support.



OC Social Diversity

OC Social Diversity welcomed renowned barrister, broadcaster and author, Hashi Mohamed, to speak about social mobility and imposter syndrome in the legal profession at our event in January. They also partnered with the 93% Club to provide direct support to three university groups as well as supporting the 93% Club's broader outreach activities.



OC Pride

OC Pride celebrated LGBTQ+ History Month in February with a Valentine's Day coffee morning – complete with rainbow cake – and a cross-office bingo night hosted by Bristol drag artist, Miss Courtney.



OC Gender

OC Gender: In March, Lubna Shuja, then president of the Law Society, spoke to us about female representation in the legal sector. She reflected on the positive change she has seen in 30 years in the profession and spoke about the importance of being a 'Rapunzel': women helping other women 'up' to make further strides towards equity for all.

Our Reverse Mentoring scheme for 2023 saw 20 partners and business services leaders paired with colleagues from five strands of diversity over a structured nine-month programme.



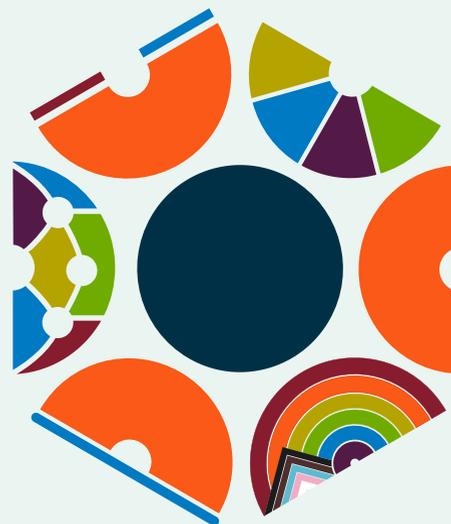
Diversity & Inclusion: Allies and clients

Our **Inclusion Allies** programme launched in November 2022, aiming to empower our people with the knowledge and skills they need to take meaningful action and proactively drive an inclusive culture.

Allies commit to one hour each month to either attend an education session with an external expert or a reflection session. The programme builds knowledge around the experiences of people from minoritised and under-represented groups, and how active allyship can make a difference. Participants become better equipped with the everyday skills to practice allyship.

We encourage all our people to join this rolling programme at any time, which also gives access to a growing library of resources and recommended reading as we continually learn and reflect.

In the first six months of the programme to April 2023, over 300 people signed up to become Inclusion Allies, representing over 20% of the firm's headcount.



“ Being an ally is a lifelong journey of learning and educating yourself so that you can reflect, shrink your blind spots and increase your empathy for other people’s lived experiences. ”

Rajindh Mangat, Partner

Client collaboration:

Vodafone

We participated in a number of diversity and inclusion forums with our client, Vodafone, focused on topics including neurodiversity and social diversity.



Client collaboration:

TikTok

Our client, TikTok, hosted our 10KBI legal interns for one week of their six-week programme, exposing them to in-house legal careers and the client-firm relationship.



Our Race Action Plan

We published our full **Race Action Plan** this year in recognition of the need to accelerate progress towards our goal to increase the number of people from an ethnic minority background joining our firm and progressing through to Partnership and senior management roles.

The integrated change programme focusses on three areas: recruitment, retention and inclusion, and progression. Initiatives outlined in this report support these headline objectives and our ultimate target to double ethnic minority representation in the Partnership by 2025.

[Read about our Race Action Plan here.](#)

We reconfirmed our commitment to Business In The Community's expanded **Race At Work Charter** in the autumn. Charter signatories commit to seven key actions to improve equality of opportunity in the workplace:

1. Appoint an Executive Sponsor for Race
2. Capture ethnicity data and publicise progress
3. Commit at board level to zero tolerance of harassment and bullying
4. Make equity, diversity and inclusion the responsibility of all leaders and managers
5. Take action that supports Black, Asian, Mixed Race and other ethnically diverse employee career progression
6. Support race inclusion allies in the workplace
7. Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains

The Charter has reinforced a number of programmes we were already progressing, including Inclusion Allies and supplier engagement.



Artists Oshii Rowan and Emma Blake Morsi and activist Patrick Vernon OBE joined Bristol location head Lara Burch to discuss The World Reimagined project as part of our Black History Month programme.

Our Race Action Plan

In summer 2022 Osborne Clarke welcomed its first cohort of students from the 10,000 Black Interns (10KBI) scheme. Interns experience a six-week programme in either a legal services or business services role, with the final week being dedicated to employability skills. They also benefit from long term mentoring. In addition, our legal interns spent a week with our client, TikTok, gaining insight into in-house legal work. **Dong Malwal**, a programme participant who will join the firm as a trainee solicitor in 2024, recalls his experience of the internship.

What was your opinion of working in a law firm before you started?

I didn't really know what to expect to be honest. I went in very open-minded. As I progressed through the internship I realised that no two days were the same and each day I was able to get involved in new projects and really expand my knowledge and understanding. As the weeks went on, I was able to build my confidence and take on more responsibility.

Now that the internship has finished what are your opinions?

I think Osborne Clarke really stands out as being a genuinely nice place to work. From the very first day I felt really supported and valued within the team. Each day I'd be sitting next to a new person, from a trainee to an associate to a partner, which has really enabled me to build my network and build relationships. I was able to sit down and have a conversation with the Managing Partner, which gave me the opportunity to talk about my experiences and hear more about the firm's efforts to improve diversity, which is something that's really important to me.

What did you enjoy most about Osborne Clarke's programme?

The amount of support available to us as interns, even before the programme started. It meant the first day wasn't so daunting. Each week we had meetings to discuss my progress based on targets we'd set in the first week. That meant I always had someone I could go to and talk about the things I found difficult. In each team we had a buddy who gave us work and made us feel a real part of the team. Now that the internship is done I still have those contacts.

Would you recommend the programme to someone else?

Definitely. Over the six weeks I've been able to get a full circle experience of a career in commercial law. I did two seats, one in Real Estate and one in the Financial Institutions Group, and I also did a secondment with a client for a week where we got an insight into working in-house. Following the internship I accepted a training contract at Osborne Clarke, so I will be returning in 2024 to take up my seat at the London office.



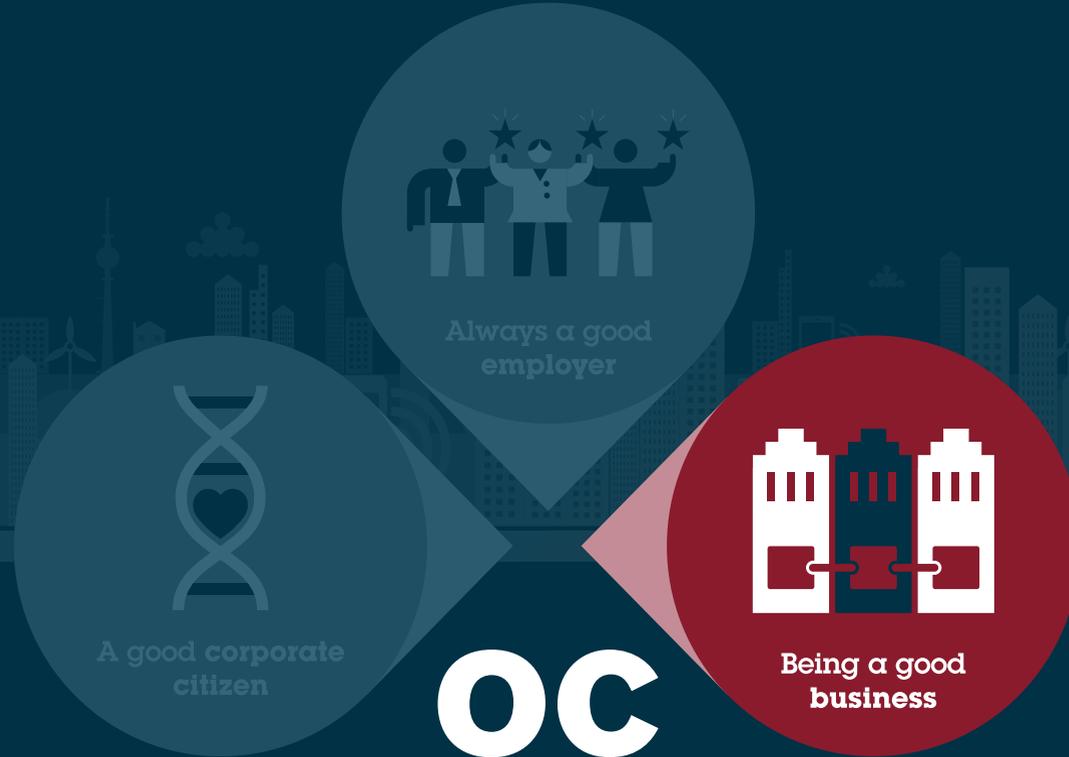
Dong Malwal

Programme participant and future trainee solicitor

10000 | INTERNS
FOUNDATION



Being a good business



OC
for Good

Impact summary

| Our goals | How we're reaching them | Achievements this Year |
|--|---|--|
| <ul style="list-style-type: none"> ● To achieve our near-term science-based target to reduce our greenhouse gas emissions by 50% across all scopes by 2030, against our 2019-20 baseline ● To submit our long-term science-based target for achieving net-zero emissions to the Science Based Targets initiative ● To conduct a supplier engagement audit and review of procurement processes to support continual improvement of emissions data and carbon reduction ● To establish a new 'virtual' ESG service line to help clients anticipate and address complex challenges around compliance and disclosure ● To use enhanced data monitoring systems to provide better information to clients and client relationship managers about our performance against ESG objectives, and to better inform our own decision making | <ul style="list-style-type: none"> ● Clear accountability and oversight of our decisions and activities, putting structures in place to ensure compliance with standards and regulations and protecting our business for the future ● Ethical procurement and fair supplier management, including a commitment to prevent modern slavery in our supply chain ● An open dialogue with all our stakeholders; seeking feedback from our clients to continually improve the quality of our service ● Reporting and reducing the environmental impact of our business and considering sustainability whenever we can | <ul style="list-style-type: none"> ● Moved our Bristol office into Halo, a new building with a focus on sustainability, wellbeing and collaborative working ● Conducted a supplier engagement audit to understand maturity of emissions reporting among our most material suppliers. ● Received validation from the Science Based Targets initiative of our near-term target, to reduce emissions by 50% by 2030 ● Launched our international ESG practice covering environment; social and human capital; governance and sustainable finance ● Signed the Greener Litigation Pledge, committing to reduce the impact of our Disputes and Risk practice ● Became a member of Business in the Community and participated in their Making Work Work Campaign |

Our emissions data

Our near-term science-based target was validated by the SBTi in October 2022: to reduce emissions by 50% across all scopes by 2030, against a baseline year of 2019-20.

Like many organisations, our emissions were below target throughout the COVID-19 pandemic, and we saw a substantial increase in scope 3 emissions this year. Total emissions were 26,525 tonnes CO₂e – an increase of almost 85% year on year and exceeding our target emissions for the year by 60%.

Some of this growth can be attributed to a return to business travel following two years when this activity was limited. The vast majority of our emissions fall into two other categories of scope 3: Purchased Goods and Services and Capital Goods. The Bristol office move accounts for most of the increase, as we incurred fit-out and relocation costs not expected to be repeated in future years.

While it sets back our net zero pathway in the short term, the office move is key to our decarbonisation efforts as we will be drawing low

carbon heat from the Bristol Heat Network. We expect to see substantial progress towards our scope 1 and 2 target next year as we start to move away from consumption of natural gas.

Our emissions are largely calculated using a spend-based method. As costs increase across the economy, combined with the investment our business made this year in growing headcount and capacity, reportable emissions associated with Purchased Goods and Services have risen dramatically. These include recruitment and training costs, insurances, growing our employee wellbeing offering and hosting more in-person events than in 2020 and 2021.

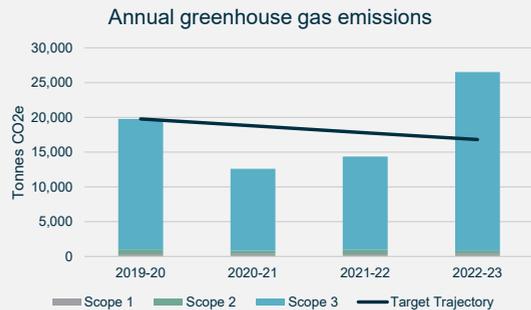
As we knew when we embarked upon our science-based targets last year, the key to reducing this aspect of our emissions is in reviewing our procurement practices and engaging our suppliers on climate. We need to move away from the spend-based method and call for better data and carbon accounting, particularly from the larger organisations in our supply chain. This continues to be the focus of our near-term target delivery plan.

Supplier Engagement

Growing the proportion of businesses we work with who are, like us, making real efforts to measure, report and reduce their emissions, is an important part of our emissions reduction strategy.

We made initial headway with this in 2022 with a supplier engagement audit, which found that 42% of the procurement-related emissions in our 2021-22 inventory are with companies that have already set, or have committed to setting, targets to reduce greenhouse gas emissions. This gives us confidence in those companies' data and reduction pathways.

This year also saw a review of our procurement strategy and processes, which will lead to enhancements of our tender and onboarding tools to ensure new strategic suppliers are engaged in climate action. For existing suppliers, many of whom are small businesses that deliver important environmental and social benefit for our communities, we will be offering collaboration and support to act on climate in ways that are appropriate and material to them.



The Greenhouse Gas Protocol defines scope 1 as 'direct emissions from sources owned or controlled by the company', such as consumption of natural gas in boilers. Scope 2 is defined as 'indirect emissions from purchased electricity'. Scope 3 includes 'all other indirect emissions'.

Our data has been verified with a 'limited' level of assurance for relevance, completeness, consistence and transparency and for conformance with the requirements of the GHG protocol standards, using ISO 14064-3:2019. Our full GHG Inventory report and verification report are available upon request.

Investing in data and insights

Information is key to good business decision making. With such a broad range of responsible business programmes it is increasingly important for us to measure and monitor their impact. We have developed our reporting systems this year to allow more in-depth analysis of our ESG risks and, in turn, support our clients to address theirs.

This year Osborne Clarke invested in a new data management system to allow comprehensive diversity, equity and inclusion reporting. Pirical allows us to analyse biases in attrition, recruitment, promotions and work allocation across all roles and functions in the firm. We are able to benchmark our data against that of other law firms and target our activities to address specific issues. Our Race Action Plan, for example, was developed to address the attrition gap that is contributing to our slow growth in ethnic minority representation, particularly at the leadership level.

It is also proving to be a powerful tool for Client Relationship Managers, who are able to scrutinise – and if necessary, challenge – not only the diversity of their team but also work allocation by diversity characteristic. Panel firms are increasingly expected to demonstrate transparency and continual improvement around diversity, inclusion and culture. Under the terms of one client's law firm diversity programme our Disputes and Risk practice group was awarded a rebate this year which we are using to create a scholarship programme for black and ethnic minority law students (OC Scholars) to grow representation in our business and the wider profession.

We were led by data in our approach to the development of our first Wellbeing Strategy. Our engagement survey had a response rate of 69% and 103 colleagues attended additional focus groups to explore work-related drivers of positive wellbeing as well as work-related root causes of poor wellbeing. This led to the creation of our new strategy and three-year delivery plan.

Our investment in our data infrastructure means we can now measure our progress and take action accordingly. It also means we have been able to integrate responsible business focused KPIs into the firm's operational scorecard, with accountability at Executive Board level.

We have enhanced the analysis of our Scope 3 emissions data too, with data now being verified against the ISO 14064 standard. Recommendations for methodological improvements will be taken forward from this year's reporting cycle and shared with our international businesses as we align our efforts to deliver our science-based targets commitments.

Investing in data, and our ability to analyse and interpret it, is supporting the governance pillar of our ESG strategy.

Our new ESG Practice

Osborne Clarke's responsible business strategy extends beyond our own organisation, to the work we do with our clients. In fact, as a professional services firm, our legal skills, insights and advice present one of the most significant opportunities for us to have a positive environmental and social impact.

[You can read more about our new ESG Practice here.](#)



“ We look forward as much as we can on our clients' behalf, anticipating the complex challenges that ESG brings in the near and longer term and using our own experience in business to guide the services we provide. For us, ESG is a thread running through many of the legal services we provide, which, together with our sector understanding and our knowledge of the issues driving transformation in our clients' businesses, places us in a unique position. ”
James Watson, Head of Decarbonisation and Co-Head of the ESG Practice

Our environmental impact

Our most significant opportunity to collaborate for sustainability is in our work with clients. In January our Projects and Employment teams completed a two-year venture to advise Amaresco Ltd on a unique partnership with Bristol City Council.

The arrangement aims to develop opportunities for low carbon infrastructure across the City of Bristol over a 20 year period, and is an important step in Bristol's route to net-zero. Amaresco will provide services to support the partnership entity and provide energy efficiency upgrades, wind and solar services, project financing, long-term operations and maintenance.

The Bristol Heat Network – whose developer also received legal advice from Osborne Clarke – is an example of a City Leap project which is already benefitting parts of Bristol. Our new office building, Halo, is part of the Finzel's Reach development, in one of the first parts of the city to be connected to the network. Low carbon heat is supplied over 8km of underground pipe drawing heat from sources including the floating harbour.

Home energy efficiency is another City Leap theme supported by our lawyers, with a Home Upgrade Grant Scheme (HUGS) aimed at low-income households in the city. In November we brought this topic to the awareness of our people with a Home Energy 'lunch and learn' workshop with the Centre for Sustainable Energy.

[Read more about World EV Day here.](#)

[Read more about our work with Economist Impact here.](#)

In September we sponsored World EV Day, a global campaign to accelerate the transition to zero emission electric vehicles around the world.

Our lawyers advise clients in the EV industry on areas such as the latest business models, consumer law, data exploitation, workforce issues, investment, funding and financing. Transport was one of the themes of our work with Economist Impact to identify 12 decarbonising technologies for cities. The research continued this year with city-specific low carbon case studies.



Our environmental impact: Colleague action

Our employee-led environment forum, OC Planet, had a busy year of colleague, and client, engagement.

We marked World Environment Day with a keynote speech by acclaimed journalist Roger Harrabin on the changes he has observed in climate coverage over the course of his career, and the ways in which individuals and businesses can be most impactful. This was swiftly followed by a successful Recycle Week campaign, and the launch of #SustainabilityStories, a series of videos featuring our people sharing the changes they're making to live and work more sustainably.



OC Planet



“It was a brilliant way to spend an afternoon out in nature, and I would highly recommend volunteering, especially conservation volunteering, to other Osborne Clarke colleagues.”

Bryony Greenwood,
Administration Assistant

Avon Wildlife Trust is the largest local charity working to protect wildlife in the West of England.

Osborne Clarke has supported the trust in many ways over the years, including as a pro bono client. Between March 2020 and March 2023 we provided a total of £15,000 in grant funding for the My Wild City project, enabling the Trust to engage, inspire and resource a broad range of local people to discover and care for their local green space.

The funding supported engagement activities including school visits, teacher training courses, guided walks and family nature days. The project has a strong wellbeing and inclusion focus as well as practical, nature-friendly management of some key sites. In addition to the funding our volunteers have taken part in conservation activities at Hengrove Mounds and Hawkfield Meadow in the south of the city of Bristol.



Avon
Wildlife Trust

Looking ahead



Looking ahead



OC
for Good

Looking ahead

Our programmes for 2023, 2024 and 2025 are already underway:

| A good corporate citizen | Always a good employer | Being a good business |
|--|--|---|
| <ul style="list-style-type: none"> ● Deliver 4,500 hours of pro bono support in the 2023-24 financial year, with a 50% participation rate for >2 year qualified lawyers and an 80% participation rate for Trainee solicitors ● Grow employee volunteering to 3,500 hours in 2023-24 financial year ● Launch three new Location Charity Partnerships and set fundraising targets for each of our offices to achieve by 2025 ● Award grants that total at least 80% of the funds available in the Osborne Clarke Charitable Trust to causes that align with our social impact themes, and to causes supported by our colleagues ● Support UK Youth grantees into their second year of work to address digital poverty, and invest additional funds into research to unlock support for digital inclusion in the youth sector ● Welcome new school partners in Reading and Bristol as part of The Bridge education programme, and deliver a full engagement programme to support student aspirations | <ul style="list-style-type: none"> ● Deliver against our Gender and Race Action Plan priorities for 2023 and 2024 including the launch of a long-term scholarship programme and growth in our 10KBI partnership ● Recruit resource to deliver the wellbeing strategy, including key projects from year one of the three-year action plan ● Complete our submission to the International WELL Building Institute and aim to achieve a Platinum rating for our Halo office fit out against the WELL Building Standard® ● Participate in the Stonewall Workplace Equality Index and Social Mobility Employer Index, aiming to improve on our 2021 rankings ● Continue to grow our inclusion allies programme ● Achieve Disability Confident accreditation ● Reduce our gender pay gap ● Show progress towards our diversity targets | <ul style="list-style-type: none"> ● Participate in BITC's Responsible Business Tracker® to benchmark our OC for Good programmes against the legal and other business sectors and begin development of our 2025-2030 strategy ● As part of our near-term target to halve our baseline emissions by 2030, we will develop our supplier engagement programme and supplier management processes ● Begin the rollout of an accredited, bespoke Carbon Literacy training, to upskill our leaders and colleagues and accelerate climate action in all areas of our business ● Collaborate with clients and external partners to begin looking at the role of business in the biodiversity crisis, and develop nature related goals as part of our sustainability strategy ● Deliver our Decarbonisation Week programme to complement COP28 and leverage climate conversations with clients |

About Osborne Clarke

Osborne Clarke in numbers

1260+

talented lawyers

working with

330+

expert Partners

in

26

international locations*

advising across

8

core sectors

with insight into

3

Transformational trends

driven by

1

client-centred approach

Our locations around the world

Europe

Belgium: Brussels

France: Paris

Germany: Berlin, Cologne, Hamburg, Munich

Italy: Busto Arsizio, Milan, Rome

The Netherlands: Amsterdam

Poland: Warsaw

Spain: Barcelona, Madrid, Zaragoza

Sweden: Stockholm

UK: Bristol, London, Reading

USA

Miami, New York, San Francisco

Asia

China: Shanghai

India*: Bangalore, Mumbai, New Delhi

Singapore

Osborne Clarke is the business name for an international legal practice and its associated businesses. Full details here: osborneclarke.com/verein/

*Services in India are provided by a relationship firm

osborneclarke.com

