

Review 2018

Inclusion and
corporate social
responsibility

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Welcome to this year's inclusion and CSR review which highlights some of key our initiatives from 2018.

Our inclusion programme is led by the inclusion and CSR team, the diversity committee and the firm's senior management. The CSR committee is made up of 25 people from different areas of the firm and co-ordinates the firm's CSR work. We thank our staff for their dedication and participation, giving their time and sharing their skills through activities such as pro bono advice, volunteering and fundraising to make a real difference.



Louise Zekaria

Head of inclusion and CSR

Contact

DD +44 (0)20 7849 2803

louise.zekaria@macfarlanes.com



Uma Akther

Inclusion and CSR manager

Contact

DD +44 (0)20 7849 2050

uma.akther@macfarlanes.com



Farzana Begum

Inclusion and CSR executive

Contact

DD +44 (0)20 7849 2618

farzana.begum@macfarlanes.com

Inclusive leadership programme

During 2018 Macfarlanes ran a bespoke firmwide programme, focused on fostering an inclusive culture. The senior and managing partners, together with the heads of each practice, championed this initiative across the firm. All partners and heads of business services participated in the workshops and training sessions were also delivered to staff. Action points and staff feedback were captured and collated.

People Commitments

The firm's senior management announced 25 People Commitments. These important commitments recognise our staff's vital role in the success of the business and respond to the feedback captured through committees, staff networks, focus groups and surveys. The Commitments were distilled into three main strands: balance, clarity and development. They focus on:

- work allocation, performance reviews and setting objectives;
- greater transparency around the route to promotion;
- mentoring and sponsorship;
- professional development programmes;
- greater support for non-linear careers and those returning to work after a career break (via the Reignite Academy);
- greater support for agile working;
- greater support for those with child and/or elder care responsibilities; and
- improving all of our family friendly policies including maternity, shared parental and paternity leave.

These initiatives are now being embedded across the firm. In 2019 we will conduct a firmwide survey to capture progress against these Commitments and to help us continue to evolve and build on this programme.

Reignite Academy

Macfarlanes is a founder member of the Reignite Academy, a new returners programme for the legal profession. The Reignite Academy provides opportunities for experienced lawyers to return to the profession after a career hiatus, through a six month paid programme of training and work experience. We have recently hired a senior solicitor into our commercial practice through the initiative.



A focus on mental health and wellbeing

In 2018, one of our key focus areas was mental health and wellbeing. In addition to working with our charity of the year, Place2Be, on children's mental health, we ran a number of initiatives through the year.

- In May, to mark Mental Health Awareness Week, we hosted a staff seminar where Jonny Benjamin MBE and Neil Laybourn shared their inspirational "The Stranger on the Bridge" story along with Sarah Kendrick, Head of Clinical Services, Place2Be. The seminar delivered the moving true story of Jonny, who stood on Waterloo Bridge and prepared to take his own life until a stranger, Neil, saw him and talked Jonny down. Jonny was taken to hospital and didn't see the stranger again but, several years later, was determined to find him and thank him for what he did, launching the #FindMike campaign, which became a social media sensation.
- In August we hosted the "Helping children 'bounce forward' from life's challenges" seminar. Dr Stephen Adams-Langley explored the challenges of parenting and provided practical approaches to helping children to develop their resilience, so they are able to cope better with life's challenges.
- At the "Managing stress and anxiety" seminar in October, Dr Stephen Adams-Langley drew on cognitive behavioural therapy and existential psychotherapy to consider how we can all understand and respond in healthy ways to stress.
- In addition to these seminars, we offered staff individual one-to-one consultations with Dr Stephen Adams-Langley over the two days.



Mental Health Awareness Week 2018: Sarah Kendrick (Place2Be), Jonny Benjamin MBE and Neil Laybourn

Our three staff networks assist in the development of programmes that support the firm's diversity and inclusion strategy. The networks are staff led (various partners co-chair, supported by a staff steering group) with assistance from the inclusion and CSR team.

- **Balance:** a forum for all staff managing careers and home life, enabling discussion, support and the exchange of information and ideas, to achieve a work-life balance.
- **BME & friends:** a forum for networking and peer support between ethnic minority staff and allies, which enables the sharing and exchange of relevant information and ideas.
- **LGBT & friends:** a forum for networking and peer support, open to everyone regardless of their sexual orientation, to inform staff on LGBT action and to communicate information to colleagues interested in LGBT matters.

Each network focuses on a strand of diversity and aims to provide opportunities for social interaction, educational programmes, peer support and speaker sessions and events.

Key highlights from 2018:

To mark **International Women's Day** the Balance network hosted a discussion around "Making it work: succeeding as a senior woman in a law firm". The panel comprised several female partners and members of staff from different areas and positions in the firm.

The network also welcomed Bryony Gordon, a well-known journalist and commentator on current affairs and mental health. The firm also hosted a "Women in tax" event, "Finding your voice". Wendy Bradley, the coach for the session, drew on her experience as a drama teacher and an HMRC speaker.



LGBT & friends network collaboratively hosted a fun networking event with our client, Freehold, a unique networking forum for LGBT real estate professionals with over 1000 members, including building surveyors, valuation surveyors, agency surveyors, asset managers, architects, developers, investors and property lawyers from both the public and private sector.

The **BME & friends** and **LGBT & friends** networks hosted a joint event with John Amaechi where he spoke about his career and challenges as a professional basketball player and being the first NBA player to come out as gay.



LGBT & friends network hosted The P3 Network: "The birds and the bees of creating your family". This was an informative evening for staff and clients about the different alternatives to starting an LGBT family. The event allowed attendees to hear first-hand from LGBT parents and industry professionals, and to freely ask the direct questions that may help shape the decisions on how to create families.

The **BME & friends** network hosted Interlaw's "the in-house perspective on BME inclusion in the legal sector". This event explored BME recruitment, retention and advancement from the client's perspective.

Partners we work with



Inclusion

Graduate Recruitment

Aspiring Solicitors

2018 is our second year of working with Aspiring Solicitors. The partnership enables us to reach students from a variety of backgrounds across a broad range of universities. We produced an inclusion video with Aspiring Solicitors discussing how the firm is building on its recent progress in becoming a more diverse and inclusive place to work.

We also hosted two one-day events for Aspiring Solicitors members; the first aimed at students applying for vacation schemes and the second aimed at students applying for training contracts. Both events comprised mock assessments, skills and networking sessions.

All Star Award

The success of our training contract event was recognised by Aspiring Solicitors and the graduate recruitment team won the Aspiring Solicitors All Star Diversity Events Award. The winning event, which we organised, received the highest number of applicants by an Aspiring Solicitor partner firm and the feedback from attendees was the highest scoring of the 60+ events run by partner firms that year.

In 2018 we hired three future trainees through Aspiring Solicitors, two of whom attended one of our events.



Rare

We have continued to work with Rare to increase our access to BME and other under-represented students. As part of this relationship we provide training to the students who are part of the Articles programme (a development programme for students applying for vacation schemes and training contracts). In addition, we ran an annual mock assessment day for the highest performing Rare students who are searching for a training contract. We recreate the assessment day for a training contract and give the students detailed feedback so they can better prepare for real assessments. We also undertook follow-up calls with a number of Rare students who attended our events and with those who were looking to apply to Macfarlanes for a training contract, offering feedback on their CVs and application advice.

This year we also hosted our first Rare webinar. Students from all over the UK logged on to hear about the life of a trainee at Macfarlanes, learn about the opportunities at the firm and to find out about the application process.

Vantage

Macfarlanes is delighted to be a founding partner of Vantage. Vantage has just been launched by Rare and is a database of sixth form and university students in the UK who want to be lawyers. It is searchable by employers using "precision searching". "Precision searching" includes all of Rare's social mobility metrics, as well as academic performance at university, both absolute and contextual, and location. Following Rare's recent research into state schools that applicants to top firms have attended, we will be able to use Vantage to focus on schools which have produced no or very few applications to date.

Corporate social responsibility (CSR) ⁵

Macfarlanes' CSR programme uses the skills and time of our people - solicitors and business services staff - to support disadvantaged communities, through the provision of practical help and financial support. The firm actively encourages its employees to get involved and to champion the four key areas of our CSR focus:

Increasing access to justice



As a major law firm, we have a role to play in promoting fairer access to legal advice by providing free legal assistance to disadvantaged communities and to charitable organisations (thereby enabling those organisations to focus their economic resources on delivering support to their beneficiaries).

Supporting opportunity



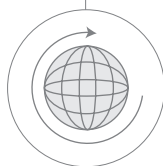
Our staff support young people from disadvantaged backgrounds to develop their skills and aspirations for the future, through education, employability and enterprise support, work experience and mentoring programmes.

Charity partnerships and volunteering



As well as fundraising for our charity partners, we offer meeting room space, operational support, governance and strategy advice and volunteering time.

Sustainable business



Raising awareness of environmental issues e.g. energy, carbon and waste reduction, using technology and responsible supply chains.

Number of hours spent by our staff on CSR activities during 2018

6,268



Increasing access to justice - pro bono

Macfarlanes is committed to providing pro bono support to community groups and individuals. Partners, solicitors, trainees and paralegals across the firm volunteer to provide pro bono legal advice to a range of charities and community groups.

Through our pro bono work we are able to help non-profit organisations and individuals who may not otherwise have access to legal services. Lawyers at all levels from partners to trainees (including our future trainees undertaking the Legal Practice Course) are encouraged to take part and many make a significant contribution in this field. Our lawyers are involved in a number of pro bono matters throughout the year. In 2018, we recorded a total of 3,826 hours of legal pro bono support.

Papergang – Asian theatre

Papergang Theatre is a writer-led theatre company which aims to improve the representation of British East Asian



culture across the dramatic arts, primarily in UK theatre. They produce work that is informed by the East Asian experience within Britain and the Western diaspora, inspired by the desire to see that perspective on stage. Papergang Theatre originated from a small group of graduates of the Royal Court Unheard Voices programme which develops writers from ethnic minorities. Our charities and corporate groups advised the existing non-charitable theatre company on its restructuring so as to become a charitable company limited by guarantee and on its subsequent registration with the Charity Commission. Papergang Theatre hopes that its charitable status will enable it to attract increased funding and expand its activities and reach.

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Many thanks to Macfarlanes for your support in our charity application, I can truly say that we would have been unable to go through this process alone.

Papergang Theatre's reason to apply for charitable status was to create a robust infrastructure and ensure sustainability as an arts company in the future. The expertise and guidance that you and your colleagues provided along the way have been invaluable to us. We appreciate the time you have taken to communicate through emails and phone calls, and your patience in explaining the jargon in layman terms! This has helped us make decisions for a solid company foundation and best practice for the future. The process has been a lengthy one and has involved a sizeable team from your end. We really want to express our gratitude for your efficiency in handing over information internally and your willingness to support a small arts company.

Thanks to your support we can focus on our future projects, and explore stories that represent the experience of British East Asians and East Asians of the Western diaspora through drama.

Papergang Theatre

Made by Dyslexia

Made by Dyslexia works to help understand, value and support dyslexia by developing campaigns and tools to explain dyslexic thinking. Their goal is to democratise support so every dyslexic person is enabled to flourish. Supporters include Orlando Bloom, Richard Branson and Theo Paphitis. Made by Dyslexia had been operating as a restricted fund under the umbrella of an existing charity, the Helen Arkell Centre. Macfarlanes' corporate and charities groups worked with Made by Dyslexia to establish a charitable company limited by guarantee and register it with the Charity Commission. The standalone charity is now able to build on its initial success and expand its reach and operations. Following registration as a charity, our tax group has also advised on VAT.



Founders Pledge

Founders Pledge is a community of entrepreneurs who have committed a portion of their personal equity to social causes. As a non-profit impact initiative, they provide their members with educational events as well as substantive research to source and vet high-impact charities. Since their inception in 2015, Founders Pledge has raised \$975m in pledged funds. We have helped Founders Pledge establish their internal governance and policies, and advised them on their relationships with their sister US and German charities. We also have an agreement in place with them to answer their ad hoc tax and charity queries, and to provide initial advice to their members, on a pro bono basis.



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Without the advice and support provided by Macfarlanes, Founders Pledge would have had a near impossible time negotiating some of the challenges that have presented themselves over the last year. The Private Client team have been accessible, efficient and always a pleasure to work with.

Founders Pledge

St Hilda's Legal Advice Clinic

In November 2017 we launched our pro bono clinic at St Hilda's East Community Centre in Tower Hamlets. The clinic's aim is to reduce the "justice gap" as well as provide excellent skills training for our volunteer solicitors.



Over the last year the St Hilda's East Legal Advice Clinic, through its student advisors and supervising solicitors, has offered 874.8 hours of volunteer time over 52 evening advice clinics. The volunteers have provided tailored legal advice on issues ranging from housing, employment, consumer law and general queries.

The 52 advice sessions have provided free legal assistance to a total of 101 clients. The most common legal queries related to housing advice where 53 clients were helped. This covered queries relating to housing applications, housing reviews, how to respond to a housing application that had been declined and seeking payment of deposit sums. Queries relating to employment law and consumer law were also very popular.

Over the last year, 39 lawyers volunteered from Macfarlanes alongside 22 volunteer students from BPP University. A further 31 lawyers formed the St Hilda's Legal Clinic Reviewing Panel and play a vital role in ensuring the smooth operation of the clinic and value of service we provide.

In December 2018, the St Hilda's Legal Advice Clinic was awarded the LawWorks "best new pro bono activity" award. Thank you to every individual who has supported the clinic in its first year, which has contributed to making this initiative a success and has supported local residents who otherwise would not have been able to access the necessary legal advice.

Time spent at
legal clinic **874.8** hours

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We greatly value the partnership with Macfarlanes. As a busy and often hard pressed community organisation we have found Macfarlanes to be supportive, flexible and highly reliable - essential attributes when dealing with people in often desperate plights. Macfarlanes' volunteer advisors have performed a vital role in operating a triage service and provided much needed advice, displaying sensitivity, empathy and understanding when dealing with clients.

**Rupert Williams, Director,
St Hilda's East Community Centre**

My landlord has now repaired the leaks and damages in my home. I know that it was only the letter that you drafted for me quoting my legal rights and stating seriously the consequences of her not fulfilling them that made this happen so I'm tremendously grateful to you for all your work.

Client, St Hilda's Legal Advice Clinic client



LawWorks "Best new pro bono activity" award

Victoria Speed, BPP Pro Bono centre, Laura Jones, BPP Pro Bono centre, David Lammy, MP, Masuma Begum, CSR executive, Macfarlanes, Louise Zekaria, Head of inclusion and CSR, Macfarlanes, Taslima Khanam, St Hilda's East Community Centre, Rupert Williams, St Hilda's East Community Centre

Supporting opportunity

School mentoring programme

Every year Macfarlanes' staff mentor 40 pupils on a one-to-one basis across three schools in the Newham Borough, providing careers support, conducting mock interviews, developing their confidence and presentation skills, and exploring challenges which they may encounter throughout their studies. Students' feedback shows that this programme has a significant impact on supporting their academic development, raising future aspirations and providing a valuable insight into the world of work.

Three workshops have been delivered. I attended one with year 8 students and I thought the workshop was fantastic. The students loved it and asked if they would have the opportunity to have another session. I found that they were engaged, focused, took it very seriously and contributed throughout. I thought the session was facilitated brilliantly. I think the workshops really helped the students with recognising and dealing with problems faced.

Teacher, Eastlea School

2017–2018 mentor/mentee feedback: A students' summary

MACFARLANES MENTORING

"Whenever I entered the building it made me feel I am going to be attending a very important meeting! Ultimately, the whole experience made me feel privileged to have this opportunity to engage with an individual mentor."

"The ability to improve my communication skills and presentation skills to a certain extent"

"It was a pleasure to mentor such inspirational, intelligent young people"

"The students are fun and intuitive"

"The most interesting part... was gaining different skills and overcoming my shyness. Also when we had to talk about the pros and cons about ourselves as our own individual"

"I was really impressed at how students were very open to specific adults in a professional..."

"Seeing how far mentoring goes"

"The reading out and talking to don't know..."

School's Perspective

15 pairings (... environment and outside of their comfort zone)

(Students chosen by head of year -- those who would really benefit but might not self-nominate)

to understand what skills and qualities employers look for in young people

"I think the most... and emails to..."

to prepare for...

work experience

Forest Gate

15 pairings

15 billion ebp

"This is a once in a lifetime opportunity and the teachings from experts are very useful for the near future"

to identify targets for development and take steps towards them

"It made me more reassured about later living in a completely different world which I had no idea about before"

such an person"



"It will give you confidence speaking to your bosses in the future"

RLANES

storing 2017-18

"It was rewarding to reassure them that there was life beyond exams"

they're come"

"getting to know my mentee"

to increase motivation in school

feedback

loud people I

"constant access to a supportive mentor"

Eastlea

10 pairings

"knowing how to craft a CV successfully"

"It boosts confidence and can help sort out issues to deal with around school and future careers"



"listening to them sharing their experiences in issues that affect me"

to feel confident about future education and career future

motivation in person push me to revise"

Community day

Macfarlanes is committed to making a meaningful contribution to the communities where we work and live. We encourage all staff to donate their time and skills to support local organisations and communities and the firm supports and facilitates members of staff who wish to volunteer through the community day initiative. Every member of staff may take one paid day per calendar year to volunteer for a firm-approved charity or community project.

Over the last year we recorded a total number of 390.3 hours used on community days. This has been used in various ways including team building days, supporting charities with existing relations, working with international causes and trainee solicitor inductions, all equally making a greater difference.

Care4Calais and FAST Aalia Dattoo - senior solicitor



Over the last two years I used my community volunteering days to distribute essential supplies and first aid to refugees stranded in Calais and Dunkirk, via Care4Calais and FAST (First Aid Support Team).

The “Jungle” in Calais was dismantled some time ago, but the need for shelter for refugees fleeing torture, war and discrimination has not disappeared. Around 3,000 refugees are living without shelter or sanitation on the streets in Paris and in smaller, unofficial camps, in and around Calais and Dunkirk. They are often traumatised from the conflict situations that they have left behind, and by the treacherous journeys they have undertaken, but their hope and conviction for a better future in Europe is remarkable. Care4Calais and FAST, together with other organisations, provide humanitarian assistance to these refugees.

At the Care4Calais warehouse I sorted, boxed and distributed warm clothing, tents, sleeping bags, shoes and other essential items; and with FAST I assisted a team of volunteer doctors and paramedics treating ailments common from sleeping rough, and (to my horror) injuries sustained from the treatment deployed by law enforcement. It was definitely a world away from my office.

Whatever your politics or position on migration, it is truly heart-breaking to hear the stories of these men, women and children facing yet more adversity on our borders. Equally, their resilience and courage is admirable.

Thank you to colleagues and friends who generously donated money, clothing and medical supplies for this purpose. If you would like to hear more, please do feel free to get in touch directly, or with Care4Calais or FAST.

Time spent on community days **390.3** hours

Ronald McDonald House Charities - The Evelina London House Florien Stone - senior solicitor



In 2018 the commercial real estate (CREG) team enjoyed four hugely enjoyable and rewarding afternoons of cooking for families staying at the Evelina London House. The Evelina London House is one of a number of houses run by Ronald McDonald House Charities (RMHC). It provides accommodation for families whose children are in the nearby Evelina Children’s Hospital to give those families the chance to stay near their children while they are in hospital.

The CREG relationship with RMHC has its roots in the work we did on the development of the Evelina London House for our client Guy’s and St Thomas’ Charity who worked in close partnership with RMHC to make this project happen.



Florien Stone, Cate Taylor, Helen Black, Emily England, Michaela Nicolas, Fiona Bishop and Margaret Rhodes, from the commercial real estate group, helping out at The Evelina London House

The families staying in RMHC's houses are inevitably going through an emotionally challenging time and looking after themselves is often the last thing on their mind. RMHC is therefore grateful to people willing to give their time to cook for the families. After an initial joint cooking event with the team that worked on the Evelina London House development we decided that regular cooking by the CREG team would be hugely appreciated by RMHC whilst also providing an opportunity for team bonding. The events have been a huge success and have been extremely rewarding for those involved. We are now lining up the next cooking events for 2019!

Blackfriars Settlement

Gwen Llewelyn Jones - trainee solicitor



On 24 August, a team of five trainees went to the Blackfriars Settlement to cook a two course meal for the Crusoe Club, a club that provides support for blind and partially sighted elderly people.

We opted to cook tuna and sweetcorn pasta bake followed by a Mary Berry classic, vanilla sponge and custard. We joined the members of the Crusoe Club and ate lunch with them, all of whom commended our efforts. Following lunch it was time for a group activity so we divided the members of the Crusoe Club into teams for a quiz, the questions of which had been deliberately tailored to our audience.



Trainees Hugo Coleman, Pippa Goodfellow, Gwen Llewelyn Jones and Alex Schmid volunteering at Blackfriars Settlement

It was with real enthusiasm that the participants reeled off how many pennies there were in an old-fashioned English pound, or the lyrics to We're Gonna Hang Out the Washing on the Siegfried Line (the hit song of 1939).

For us, it was an extremely rewarding day: to work directly with the people we were helping; to see the appreciation of our efforts; and to contribute to a charity which has such a positive and tangible impact on elderly people living in London.

Alleviating poverty and homelessness



Cambridge House

In 2018 the firm continued its long association with Cambridge House. Cambridge House is a Southwark-based centre fighting poverty and social injustice. Its main activities are: legal advice through its law centre, a safer renting project (helping tenants deal with landlords), advocacy services, youth empowerment, disabled people's empowerment and it operates as a community hub.

The firm has supported Cambridge House for many years, principally by our lawyers sitting on the charity's council of management (board of trustees) and by the firm undertaking pro bono work for Cambridge House. This year head of learning and development Stephanie Tidball and senior solicitor Clarissa Lyons joined the council of management. In 2018, a number of the firm's practice areas gave pro bono advice, including lawyers from the corporate and M&A, employment, commercial real estate, commercial and private client practice areas. A particularly interesting project was helping The Cambridge Incredibles (Cambridge House's resident group of learning-diverse artists) with the legal framework for their collaboration with an art gallery.

Charity partnerships

Charity of the Year 2017/18 Place2Be



We had an extremely successful partnership with Place2Be during 2017–2018. We raised a total of £72,177.72 through various events enabling Place2Be to provide its services from a dedicated Place2Be classroom in an additional 15 London schools. This includes:

- weekly one-to-one counselling sessions for children with the greatest need;
- a lunchtime drop-in service, Place2Talk, open to all children who need someone to talk to;
- group work about worries children share, e.g. the move to secondary school or separating parents;
- parent partnership work open to all parents to ensure that they understand and engage with any behavioural or emotional challenges their children might be experiencing; and
- Place2Think - support and training for teachers to ensure that school staff understand challenging or withdrawn behaviour, and can better support the child in the classroom.



Director of IT Andrew Powell took on the Royal Parks Half Marathon (dressed as a bear!)

THE MACS TRI



City Giving Day is a day when businesses across the City unite to celebrate and showcase their charitable and volunteering efforts.

As a celebration of City Giving Day 2018 and the end of our partnership with Place2Be, we hosted an inaugural static triathlon – THE MACS TRI. This was an all-day interdepartmental event at the office with treadmills, watt bikes and rowing machines. The day began with a visit from Alderman Russel Williams who opened the event. The event was an opportunity for some healthy competition between groups whilst having fun with colleagues and celebrating our partnership with Place2Be.

We watched teams go head to head over some friendly competition but it was the tax team that took the 2018 winning title. The event was a huge success raising over £6,000 for Place2Be as our final fundraising event.



Teams taking on THE MACS TRI

The Royal Marsden Cancer Immunotherapy Research Project

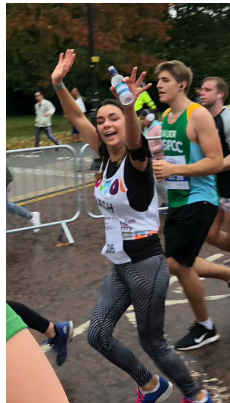
This year, our Charity of the Year is The Royal Marsden Cancer Charity. Macfarlanes is supporting The Royal Marsden's groundbreaking Cancer Immunotherapy Research Project, in part inspired by the experience of one of our firm's partners who underwent life-saving immunotherapy treatment at The Royal Marsden.

Immunotherapy boosts the body's own immune system to recognise and attack cancer cells and has led to the development of new drugs which now offer hope to patients with advanced and previously untreatable cancer.

This Cancer Immunotherapy Research Project is being led by world-leading oncologists Professor James Larkin, Dr Samra Turajlic and the late Professor Martin Gore, and developing this new area of treatment holds huge potential for cancer patients worldwide.

So far in our fundraising we have:

- raised a record breaking amount in our Christmas raffle;
- had 20 runners take on the Royal Parks Half Marathon;
- channelled our inner Mary Berry for The Great Macfarlanes Bake Off;
- celebrated Burns Night with supper and Scottish dancing; and
- marked World Cancer Day pitting our wits against each other at a quiz night.



Events manager Rachel Morley in the Royal Parks Half Marathon

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“Each year we vote for a charity of the year and the Royal Marsden Cancer Charity clearly resonated. All money we raise will go to funding their innovative Cancer Immunotherapy Research Project. 72% of our staff voted and The Royal Marsden Cancer Charity received 44% of the vote”

Louise Zekaria, Head of Inclusion and CSR

“We are delighted that Macfarlanes have chosen to support our research project as their Charity of the Year. Your support has real potential to make a major impact on patients at The Royal Marsden and beyond”

Professor James Larkin, Consultant Medical Oncologist, The Royal Marsden

Sustainable business

Sustainable business

Macfarlanes is fully committed to improving its sustainability and recognises that the mitigation of increasingly grave global environmental problems such as marine plastic pollution and global warming requires the business community (including the legal community) to up its game.

The Environmental Sub-Committee was set up to lead the firm's sustainability agenda and to make Macfarlanes an advocate for sustainability in the legal community. The sub-committee is made up of enthusiastic individuals from across business services, together with solicitors and trainees.

In the short time since its set up in September 2018, the Environmental Sub-Committee, has already launched a number of very successful initiatives, and has plans for many more in 2019.

#PointlessPlastic Campaign

The aim of this campaign is simple: to scrap single use plastic at Macfarlanes, starting with plastic bottles. By removing plastic water bottles from the Macfarlanes evening meal service, and replacing fizzy drink bottles with cans, the firm saves up to **1,800 plastic bottles** per month.



Other #PointlessPlastic initiatives include:

- replacing paper cups with permanent cups and mugs;
- providing metal cutlery in The Kitchen and on every floor so people do not need to use plastic cutlery anywhere in the firm; and
- providing an easy way for solicitors to opt out of receiving (plastic wrapped) copies of the Law Gazette, which can be read online.

We hope to roll these ideas out to the whole firm in 2019.

European Week for Waste Reduction (EWWR)

19 to 23 November 2018 marked European Week for Waste Reduction (EWWR), an EU-wide initiative to raise awareness of sustainable resource use and waste reduction, focused on the "three Rs": Reduce waste, Reuse products and Recycle material, in that order.



The internal campaign for EWWR encouraged everyone at Macfarlanes to commit to five simple actions to reduce waste, and raise awareness of sustainability at the firm.

Legal Sustainability Alliance (LSA) and Carbon Reporting

The LSA is a group of nearly 300 UK law firms committed to improving the sustainability of their operations. Macfarlanes joined the LSA in 2018 and has become an active member of the community, with Environmental Sub-Committee members regularly attending events and suggesting actions to the LSA team.



The LSA encourages member firms to measure and report their carbon footprint as part of an annual report. Macfarlanes is fully committed to reporting its carbon footprint for 2018 and we are gathering and analysing all the data necessary to report in the coming months. This will help us to plan and prioritise our future sustainability initiatives, and measure our progress in a transparent manner.

We want to encourage everyone in the firm to get involved with sustainability at Macfarlanes. If you have any ideas about things we could do better as a firm, please email #EnvironmentCommittee. All ideas are welcome!



Robert Clarke
Chair of the Macfarlanes
Environmental Sub-Committee
robert.clarke@macfarlanes.com

Who am I

I am a solicitor in the tax group, where I focus primarily on structuring private equity funds and their incentive arrangements.

Since September 2018, I have combined this role with chairing Macfarlanes' Environmental Sub-Committee and studying part-time for a masters in Environmental Law and Policy at UCL.

My new role

With fantastic support from the Environmental Sub-Committee members and the business services staff throughout the firm, I help to create and implement sustainability campaigns at the firm. I began as a single-issue campaigner in summer 2018, committed to ending the distribution of free plastic water bottles at evening meal times. We achieved that policy change in record time, now saving up to 1800 plastic bottles every month.

I now chair the Environmental Sub-Committee as part of my flexible working arrangements with the firm and oversee our various initiatives through regular meetings and working with others on all of the projects necessary to make progress throughout the year.

Study

I am studying part-time for a masters in Environmental Law and Policy at UCL. Since September, I have been learning about the foundations of UK and international environmental law and interesting overlaps with politics, economics, public law, trade law and corporate and institutional investor governance. I am particularly interested in ESG (environmental, social and governance) in the context of private equity and institutional investment strategy and decision making, which is a growing trend.

Support from Macfarlanes

The firm has been extremely supportive since I expressed my interest in environmental law, including by finding a way for me to work on sustainability within the firm, through the Environmental Sub-Committee.

I also benefit from the flexibility of working three days per week in the tax group, leaving two days for part-time study and I have been encouraged to focus my practice on more advisory work through the development of the reward in funds practice, which enables me to balance work and study in a way that I could not do with a more transactional workload.

This support from the firm has really helped me settle into this flexible new position and explore interesting opportunities in both environmental and investment management worlds.

Strategic Priorities for 2019

We have three strategic priorities for 2019.

Going plastic free

We want to cut out as much single use plastic (and paper) as possible. There will be some changes around the firm to help achieve this aim.

Carbon reporting

We will be collecting data on our carbon footprint and participating in the LSA carbon reporting project to help us integrate sustainability into the business and identify priority areas.

Recycling

We are working on plans to improve food waste and general recycling throughout the firm.

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