



Responsible business report

2022/23



“Being a responsible business is important for our clients. And it’s important for our people. Not just, important, but fundamental. That’s why we have placed ESG at the heart of our strategy. It’s a strategy focused on helping our clients and our people achieve their ambitions. And those ambitions are rightly founded on us living up to our responsibilities – both individual and collective – in the communities we serve.

At RPC, ESG is led from the top. Initially by me as Managing Partner, but also through the Board, the wider Partnership and out into the business.

We have made good progress against our commitments to being a responsible business these last 12 months, and this report shines a light on how we have begun to drive sustainable change in the way we operate. I’m proud of what we have achieved.

But this is just the start. We have a long way to go. I look forward to continuing to be a part of this critical journey.”

James Miller, Managing Partner



“It has been such a privilege to watch our Responsible Business programme go from strength to strength over the years – a real testament to the commitment and passion our people hold in this area. Meaningfully engaging with our individual and collective roles in creating a more sustainable environment – both locally and globally – is a key part of what makes RPC unique. We have cleaned up waterways, climbed mountains and run races for a variety of charitable causes, worked to protect those who have faced human trafficking and labour exploitation, marched in solidarity with the LGBTQ+ community. We have walked to raise funds for legal aid, shared personal stories – parenting, coming out, mental health, mentored students from underfunded schools, consulted with our people on race and ethnicity and how to improve diversity in the legal sector, had difficult conversations, learned, listened, and challenged ourselves. Responsible Business is not just important, it is a strategic priority for the firm, and I cannot wait to see what we do next.”

Rachel Pears, Head of Responsible Business



“This, our first Responsible Business Report, tells the story of ESG@RPC so far. We are really excited for the next chapter. In a nutshell, ESG@RPC is about embracing our position in the global community and playing our part as a responsible corporate citizen. This means having a clear and committed focus on these key areas: Environmental; Diversity, Equity, Inclusion & Belonging (DEIB); Pro Bono; Charity and Health and Wellbeing. Each of these focus areas will be driven by specific goals designed to move the dial in positive, meaningful and measurable ways. And all will be connected by alignment to our chosen focus goals within the broader UN Sustainable Development framework (namely SDGs 3, 4, 8, 10, 12, 13, 16 and 17).

Wherever possible we will maximise the engagement with and impact of our activity by connecting different areas of ESG to each other and to our other strategic priorities (eg supporting an environmental charity in collaboration with a retail client). To move our goals off the page and into tangible progress we will need to embed them across the whole business so that each of us understands what they can, and should, be doing to further ESG@RPC within the context of their day job. So there will be some systemic changes coupled with a call to arms to all of us to commit to making small changes and taking micro actions within our spheres of influence. This is ultimately how we will ensure that our business is more sustainable for the next generation of RPC people and clients.

Make sure to read next year’s report to see the next chapter in our story!”

Kelly Thomson, Partner



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Strategy

RPC's bold, holistic and long-term ESG strategy:

- Embraces our own position in the global community.
- Meets our individual and collective responsibilities to ensure our business is more sustainable for the next generation of RPC people and clients.

Our goal is to ensure our strategy is understood and embedded across the whole business and contributes to our firm vision by engaging and empowering our people (of today and tomorrow) and enabling us to support our clients on the same journey.

UN Sustainable Development Goals and Integration

We have aligned our Responsible Business strategy with the UN's Sustainable Development Goals (SDGs). The SDGs are a call for action by all countries to work together in support of our planet and its people.

We have chosen to focus on the following eight SDGs at this point in our journey as these are most relevant to our business and our Responsible Business programmes in relation to the environment, diversity, equity, inclusion and belonging (DEIB), health and wellbeing, charity, pro bono, and ethics and governance:



These SDGs underpin our ESG/Responsible Business activity, and all programmes are specifically created with SDG-impact and progress in mind. This means we can embed responsible business into our core activities.

Environment

In line with SDGs 12, 13 and 17, we have been actively working to promote greater environmental responsibility at the firm and amongst its people.



The Planet Mark certification is a UK accreditation and certifies that RPC has achieved the Planet Mark by reporting a reduction in our carbon footprint and engaging with our stakeholders. Planet Mark also aligns to the Science Based Targets Initiative Net Zero Standard.

2019 was RPC's first year of carbon footprint reporting and certification to The Planet Mark.

Reporting parameters encompassed the carbon footprint of RPC's London and Bristol operational sites and associated emissions from purchased electricity, transmission and distribution losses, natural gas, water, waste, business travel and printing paper.

In 2021, we also included our Hong Kong and Singapore offices in our Planet Mark reporting.

Since 2020, RPC has set a target to reduce carbon emissions by a minimum of 5% every year.

Each year, our Planet Mark Report is communicated to internal key stakeholders through Planet Mark engagement workshops and externally through the Group's Planet Mark page on the Planet Mark website found here: [RPC – Planet Mark](#).

In 2021, RPC won the Planet Mark award for "Absolute Carbon Reduction" in the reporting year 2020. This award, sponsored by Tre Office, is for the business that made the greatest percentage reduction in absolute carbon in 2020.



Environment (continued)

Emissions and energy usage – total carbon emissions

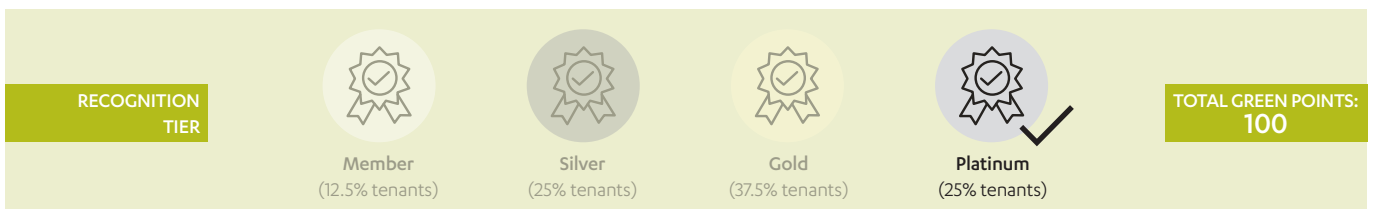
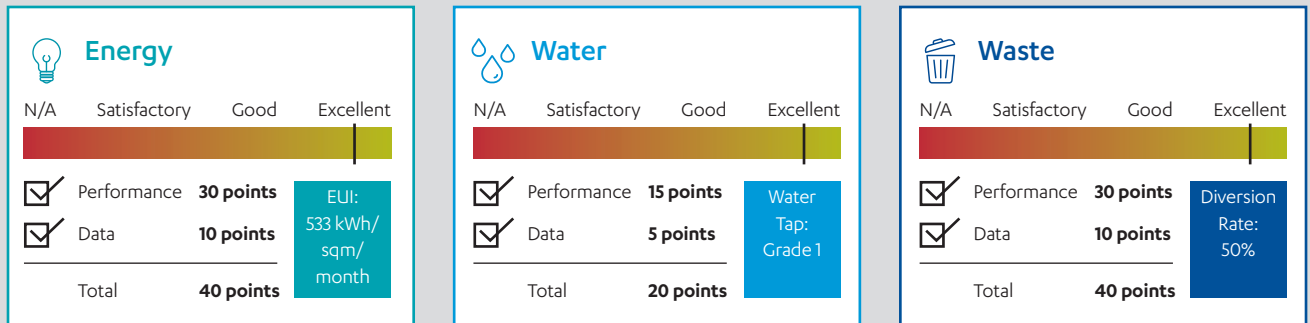


Be Green Performance Pledge

Our Hong Kong office participates in Swire Properties Green Performance Pledge (GPP) (a voluntary landlord/tenant accreditation scheme). The GPP is an independent audit of our offices in Hong Kong in respect of how we approach energy, water and waste. They have assessed our activities and adjustments made to the office to calculate the office’s overall environmental performance.

Swire is the first real estate developer in Hong Kong and China to set climate change targets.

We were awarded Gold tier status in November 2021. In July 2022, we were awarded Platinum status (the highest tier).



Sustainable refurbishment and embracing sustainability in our offices

In the refurbishment of RPC's two UK offices, sustainability has been at the forefront of all decision making, including:

- 25% of furniture reused in London and 50% in Bristol – for example, we reused our existing chairs which are in excellent condition rather than buying new
- improved recycling – on our floors and by our catering provider. In the UK our recycling rate is 85-90%
- carpet was reused or repurposed
- both offices utilise motion sensor technology to help us reduce office energy consumption.

Our UK outsourced Reprographics Department recycles cartridges, with zero going to landfill. Our laptops are leased so are returned to the owner after the lease periods. The latest batch of laptops have been returned and recycled so that they can be provided to schools in underdeveloped areas.

We monitor levels of electricity usage, recycling and food waste in our Hong Kong office as part of our Green Pledge participation with our landlord Swire who help us set targets for improvement. We also have motion sensor technology installed in our HK office and we are installing this in our upcoming Singapore office refurbishment as well as installing brand new recycling bins (as we have had in Hong Kong since 2019) for waste management in Singapore. We have worked with local charities in Singapore to ensure all items we are disposing of as part of our 2022 refurbishment are being donated / recycled as part of our "no land fill" strategy.

Both our Asia offices support and promote WWF Earth Hour each year.



Auditing our own environmental credentials

We have recently engaged third-party environmental consultancy, Citizen Good, to audit our global environmental credentials and by carrying out focus groups, interviews and a B Corp Impact Assessment based on our existing activity. They will support us in creating an environmental strategy for this next stage of our environmental journey. As part of that process, we will be considering our alignment with certain external initiatives, such as the Science Based Targets initiative. As we currently measure Scope 1 and 2 emissions, we will also be working with Citizen Good to create a plan to address Scope 3 emission reductions.

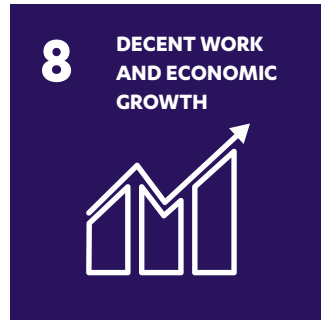
The Vayyu Foundation and the UOcean partnership

The Vayyu Foundation is a BAME led registered UK environmental conservation charity fighting against ocean plastics and climate change in the UK, whilst exploring the multiple benefits to positive mental health of being outdoors. The UOcean Project is a mission to clean up a billion kilos of plastic in the ocean by 2030 to help fight climate change. The clean-up is undertaken by volunteers and autonomous robots. 78% of plastics collected are recycled. Vayyu's purpose stems from its owner's background and personal story in retail, being shocked to learn of the unsustainable practices and environmental impact he discovered first-hand and wanting to do something to give back and make it right. We have held a number of clean up days in partnership with the UOcean project, giving employees in London and Bristol the opportunity to use their volunteer day to help this worthy cause. In 2022 it was announced that RPC is an official partner of the charity.



DEIB (Diversity Equity Inclusion and Belonging)

In line with SDGs 4, 8, 10 and 17, we have been actively working to promote greater diversity, equity, inclusion and belonging at the firm and amongst its people.



At RPC, we believe that great minds do not all think alike. We believe in the power of difference – of diversity – diversity of thought, diversity of background, experience, skill and talent, diversity of characteristics.

We believe that attracting, retaining and harnessing the power of this diversity does not come by chance, happenstance or mere passage of time. Instead, we believe that it is our collective

responsibility to proactively create that diversity and to carefully nurture an environment which is inclusive on a consistent, intersectional and sustained basis. A culture where each of our people feels they belong, is respected, and is valued for the differences that they bring.

DEIB is all about making sure our culture is and remains diverse and inclusive.

Our partner promotion targets



TARGET

30%

female representation in the partnership



PROGRESS

30%

Partners in the UK female

22%

Partners in Asia female

29%

Partners globally female

2022 demographics:

SOCIAL MOBILITY

60.7% Partners in UK state school educated

63.2% Total fee earners state school educated

66.6% Total population state school educated

RACE & ETHNICITY

29% of UK Partner hires in the past year have been from an ethnic minority

37.5% of global Partner hires in the past year have been from an ethnic minority

26.4% of all our joiners firmwide have been from an ethnic minority

Our total firmwide ethnic minority population is now 22% versus 18% in 2018.



Disability Confident Level 2 Employer

Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

Ranked 50th

UK SOCIAL MOBILITY
EMPLOYERS INDEX –
TOP 75 EMPLOYER AWARD

2022

Created by the UK Social Mobility Foundation, employers are ranked on the actions they are taking to ensure they are open to accessing and progressing talent from all class backgrounds.

Gold Award Winner

STONEWALL TOP 100
EMPLOYER (RANKED 79)
TOP 25 LAW FIRM

2022

The Stonewall Workplace Equality Index is an annual submission that covers detailed analysis of organisations' LGBTQ+ inclusion activity.

Silver Award

ARMED FORCES COVENANT
– EMPLOYER RECOGNITION
SCHEME

The Armed Forces Covenant is a promise from the nation to those who serve and their families. The silver award recognises companies that ensure the value of the Armed Forces is championed through employment of veterans, adult cadets and military spouses and through support for charities and organisations that raise funds for veterans.

DEIB (Diversity Equity Inclusion and Belonging) (continued)

Employee communities

We have eight DEIB 'Communities'.

Not because we want to put people in boxes but because we feel that this is the natural place to start the conversation – with people who feel passionate and connected to a particular strand of DEIB. But this is just the starting point as we recognise the value of a broader, intersectional approach. Members of our DEIB Communities representing teams (and offices) globally across the RPC network with steps being taken to ensure wherever possible that initiatives and resources impact all our people globally, where ever they are in the world. Currently, our Community Groups are as follows:

- Belief
- Disability (ENABLE)
- Ethnicity
- Families
- Gender
- LBGTQ+ (RPC RAIN)
- Mental Health
- Social Mobility

Our Communities aim to:

- **Support:** Provide a valuable **support and information network** for our people.
- **Share:** Act as a key **awareness-raising** body for our people and provide updates and information to the ESG Advisory Group (ESGAG), the DEIB/Responsible Business Team and/or the Partnership Executive (PEX), better enabling us to take an intersectional approach.
- **Suggest:** Collaborate with ESGAG and/or the DEIB/Responsible Business Team to **support the ongoing development of the ESG strategy** by raising and exploring issues, concerns and ideas working constructively and openly together.

Key activities:

Gender:

- In relation to gender balance, we signed the Law Society's Women in Law Pledge in 2020 and committed to working towards a 30% target for female representation in the Partnership. To help us achieve that, we have implemented a 15-point RPC Gender Balance Plan, which identifies areas where barriers to gender balance could occur and have introduced steps we can take to disrupt those barriers.
- Menopause working group, Menopause Policy and signed Menopause Pledge.
- Domestic Abuse Policy.
- Employee safety initiatives including personal safety classes, alarms and a robust taxi policy.
- Sponsor of the Women's Insurance Network.
- Sponsor of the 50 Over Fifty insurance market initiative.
- 30% Club's cross-company mentoring scheme (a global campaign led by Chairs and CEOs taking action to increase gender diversity at board and senior management levels).
- TerraLex Women's Global Connection Mentoring Programme, an affinity group within the TerraLex network of international law firms created to support women lawyers from different cultures, generations and experiences.
- Reporting on our UK Gender Pay Gap.



Ethnicity:

- Improving racial and ethnic diversity at the firm is another key priority for us. Following the discussions around Black Lives Matter in 2020, we carried out an interview project where people from across the firm were asked about their experiences with race – from recruitment, onboarding, first impressions to day-to-day experiences. From those conversations, a report was created and presented to our Board, setting out the themes and feedback from those interviews and introducing a Race & Ethnicity Diversity Plan which identifies actions we can take to improve racial and ethnic diversity at the firm.
- Member of the 10,000 Black Interns Programme.
- Founding members of the Race Equality Alliance for Law Firms (REAL).
- Signatory of the Rare Race Fairness Commitment.
- Signatory of the Race at Work Charter.
- Black History Month celebrations and educational tool kits.
- Client collaboration event with Makaziwe Mandela.
- Allies training on Afro-Hair, Microaggressions.
- Reporting on our UK Ethnicity Pay Gap.

Mental health:

- In relation to mental health, we signed the Mindful Business Charter in 2019 and have since been working to implement its principles firmwide. We have woven those principles through our future of work discussions as well to ensure that any new hybrid working arrangements keep health and wellbeing in clear focus. We also introduced a virtual clinical psychologist, which is free to our people, and with a view to support everyone, whether they just want to have a chat or whether they are struggling with anything. We believe we are one of the first law firms in London to engage such a service for our people and we have had excellent feedback from our people on the benefit, especially during lockdown.
- 14 Mental Health First Aiders (trained by Mental Health First Aid England).
- RPC Community Hub: RPC Happy Playlist.
- Coffee Roulette.
- Allies Training on Mental Resilience.

Social mobility:

- Mentoring scheme at the Jo Richardson Community School in Dagenham and at the Oasis Academy Brislington in Bristol.
- RPC is a sponsor of Levelling Up Law with the Social Mobility Foundation and the City of London Law Society.
- Partner with Aspiring Solicitors and Founder Member of the Aspiring Solicitors Foundation.
- Partner with Rare Recruitment and signatory of the Rare Race Fairness Commitment.
- Cold spots project.
- Social Mobility internships with a client.

Families:

- Family Policies including:
 - Fertility Policy (global)
 - Maternity Policy – qualifying period for enhanced maternity pay removed (UK only but maternity leave policies in other international offices are benchmarked to local practice and are positioned at a competitive level in comparison to other local businesses)
 - Enhanced Family leave Policy (global)
 - Pregnancy Loss Policy (global).
- Allies training on Fertility
- Matched SPL (shared parental leave) pay
- Returning parents buddy programme
- WorkLifeCentral, an award-winning organisation offering expertise and support to over 25,000 working parents in corporate roles
- Bright Horizons (My Family Care) member, which includes access to numerous resources, helplines, articles, webinars. Please note that the emergency backup and care search services are available to employees
- Sponsor of the Insurance Families Network
- Ongoing training with Educating Matters.
- Part of the Reignite programme – a programme designed to provide opportunities for experienced lawyers to return to the profession after a career hiatus
- Bereavement resources
- “How do you do it?” coaching for carers

DEIB (Diversity Equity Inclusion and Belonging) (continued)

Disability:

- RPCs Head of Responsible Business, Rachel Pears, sits on the IFN Steering Committee as a Neurodiversity Champion.
- Business Disability Forum, a not-for-profit membership organisation that exists to create a disability smart world by linking businesses, disabled people, and government.
- Disability Confident Employer – Level 2.
- BDF trained People Team (HR).
- BDF employee training.
- Allies Training on Neurodiversity.
- Samantha Renke keynote speaker on 'Being disabled in a disabling world'.
- Accessibility panel event.
- Dive In Insurance Festival – Rachel Pears, RPC's Head of Responsible Business hosted the Neurodiversity event titled; 'Embracing the Power of Neurodiversity'.

Belief:

- Fireside chat with Robert Rinder MBE and Holocaust survivor Mala Tribich.
- Keynote speaker Tom Holland on the roots of Diversity and Inclusion through faith.
- Established prayer rooms in our UK offices.

LGBTQ+:

- Member of Stonewall's Diversity Champions.
- Annual Training with Global Butterflies topics such as trans and nonbinary inclusion and LGBTQ+ 101.
- Partnership with Opening Doors (the only dedicated national charity connecting LGBTQ+ people over 50 with activities, events, support and information) including fundraising, education events and networking opportunities.
- Fundraising for Bristol based charity, Brigstowe, marking World Aids Day.
- Bristol Pride Platinum sponsors.
- Supporters of London Pride, Trans Pride, Black Pride and Bi Pride.
- Ongoing campaigns on trans inclusion, LGBTQ+ history and awareness, LGBTQ+ inclusion in the workplace and employee experiences.

Early talent

We have used Rare's contextualised recruitment tool since 2015, which enables us to consider a more diverse range of candidates for our apprentice and training contract opportunities using social mobility metrics.

We are able to understand the context within which a candidate has achieved what they have.

42% of our 2022 UK Trainee intake are Rare candidates.

We entered a partnership with Aspiring Solicitors (AS) in 2018. AS works to increase diversity in the legal profession through a series of programmes aimed at underrepresented groups.

RPC is also a Corporate Sponsor of SEO, an organisation dedicated to helping talented students, primarily from ethnic minority and/or low socioeconomic backgrounds, secure graduate positions and internships. RPC offers legal and business apprenticeships (including solicitor, paralegal, and finance apprentices to name a few) across our UK offices.

52% of our 2022 UK Trainee intake are AS members.

We currently have 13 apprentices working in the business and 12 apprentices who have completed their apprenticeship and secured a role at RPC.

We also run several additional diversity initiatives at the early talent stage including:

- **DiversCity in Law:** We take part in this annual event aimed at raising awareness of pursuing a legal career in the City amongst LGBTQ+ students at degree and postgraduate level.
- **Bright Network:** We take part in the Bright Network Black Heritage Future Leaders event each year.
- **Access to Law:** A student focused event for students with disabilities and long-term health conditions.
- **93% club:** We work with the 93% club who are dedicated to improving social mobility.
- **Blind recruitment:** We run a blind recruitment service within early talent to ensure bias is avoided within our processes.



Health and Wellbeing

In line with SDGs 3 and 17, we recognise that our people are our most valuable asset and their health and wellbeing is paramount.

3 GOOD HEALTH AND WELL-BEING



17 PARTNERSHIPS FOR THE GOALS



Our benefits package is wide ranging and offers everything from key medical stats MOTs to Check4Cancer to private dental and medical insurance. We offer our people mole checks and flu jabs annually as well as a host of other benefits to support physical health such as gym memberships, access to weekly virtual exercise classes and ride to work schemes.

Financially, we aim to support our people with benefits such as mortgage surgeries, access to pensions advice and will writing.

HelloSelf

Our dedicated clinical psychologist offers sessions every week for people to book – entirely confidentially, we just provide access. The service is aligned with our private medical insurance thereby offering seamless transition should someone require ongoing treatment. The service is virtual and has been in place since the start of 2020. It was a valuable support to people during the pandemic and since returning to office work.

Headspace

As a member of RPC, you can enrol for free and have access to a whole host of resources from guided meditations, sleepcasts and bedtime audio, bite sized videos for daily inspiration, music and meditations designed to get you in the zone.

R;pple

We are the first law firm to introduce R;pple to our systems. R;pple is a suicide prevention software, aimed at redirecting a person to supportive resources should they search for harmful content online.

Mental Health First Aiders

At RPC, we have numerous Mental Health First Aiders (trained by Mental Health First Aid England).

Coffee Roulette

Coffee Roulette is about meeting someone in the firm who an employee has been matched with randomly via a Roulette Wheel. It is connecting time with perhaps someone you don't know, or may not have seen for a while or even someone you know well where you are able to talk about things other than work.

AXA Stronger Minds

AXA PPP's Stronger Minds programme via the firm's Private Medical Insurance – access to counselling and mental health support.

EAP

Our Employee Assistance Programme continues to offer 24/7 support should someone need it.

Charity

In line with all eight SDGs to which we have aligned our strategy, our charity programme is focused on supporting firmwide partnerships as well as individual charitable endeavours, which allows us to support a wide ranging number of organisations in the communities in which we operate.



Over the past two years, RPC has worked with a multitude of charities in the UK and Asia.

Some examples include:

- Duchenne UK
- Teenage Cancer Trust
- MacMillan Cancer Support
- Jeans for Genes
- UOcean 2050
- Brigstowe
- Opening Doors
- Sickle Cell Society
- Disasters Emergency Committee
- Refuge
- Unseen
- The Felix Project
- The London Legal Support Trust
- Hands On Hong Kong
- Refettorio Felix at St Cuthbert's
- The Royal British Legion
- Justice Without Borders
- Hair For Hope
- Laureus Sport for Good



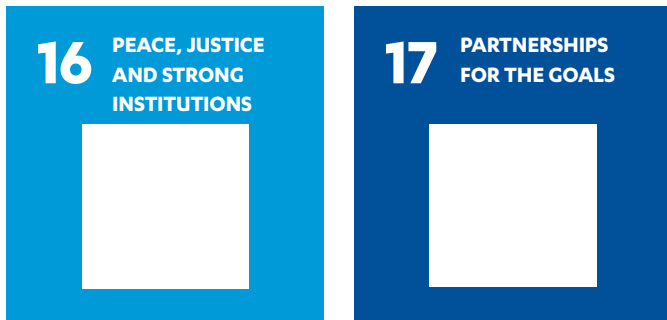
Volunteering

We are also committed to supporting our people's charitable activity and, as such, every member of the firm is able to take one volunteering day (or two half days) each year to dedicate time to a charitable cause of their choice.



Pro Bono

In line with SDGs 16 and 17, we are committed to sharing our legal and business services expertise with those communities that may not have access to advice or representation.



Our pro bono work in 2021-2022

London

Liberty's advice line

Over the last year, RPC has continued to support the UK's largest civil liberties organisation, Liberty.

Liberty challenges injustice, defends freedom, and campaigns to ensure that everyone in the UK is treated fairly. Liberty's Advice Line provides free legal and practical advice on human rights issues, helping people to understand the nature of their legal issue and their next steps to resolving it. The Advice Line can offer assistance on a wide variety of topics, including: issues under the Human Rights Act 1998; judicial review; discrimination; police complaints; surveillance; data protection; and, protest.

RPC's volunteers regularly support users of the Liberty Advice Line by collating information about the user's case, signposting users to available resources, and providing free legal advice.

Launch It

Building on its remarkable success during 2020/2021, RPC has continued to run workshops and legal advice programmes with the charity Launch It.

Launch It is an organisation that supports young people who are from disadvantaged backgrounds who are looking to start a business. It does that in three ways: (1) provision of subsidised workspace at its centres in London and Dundee in Scotland; (2) through a mentoring programme; and (3) through a skills training programme – teaching them key skills around finance and how to write a business plan, that they need to help get their business off the ground and to grow them.

Where RPC is supporting is on the third limb – with the skills training programme. We run an annual programme of workshops on a variety of different topics – both legal and non-legal – including topics such as IP, brand and marketing, commercial contracts and data protection, financial planning/budgeting, incorporating a company, funding options for starts ups, employment law and customer services.

RPC also provides a pro bono legal advice service where we answer a discrete number of follow-on questions after the workshops – typically where the entrepreneurs have questions about how the topic covered in the workshop affects their business, or they might be experiencing a particular issue that they want advice on.

Over the last year, in conjunction with Launch It, RPC has run 14 workshops and has supported over 100 young entrepreneurs.

Transparency International

RPC continues to support the work of anti-corruption NGO, Transparency International.

The objective of Transparency International is to promote transparency, accountability and integrity at all levels and across all sectors of society and to expose the systems and networks that enable corruption.

During the last year, RPC has supported Transparency International with the following:

- provided answers to legal FAQs as part of work by Transparency International, HSBC, GSK and others on the topic of open business



- assisted Transparency International by overseeing the production of an animated video for use on social media about kleptocrat investigations for defamation, privacy and copyright issue
- supported Transparency International Mozambique and the Transparency International Secretariat in the investigation of adverse costs insurance for claimants in Mozambique against Credit Suisse regarding the Hidden Debt scandal
- assisted with copyright issues for publication of a spreadsheet on corruption news stories by Spotlight on Corruption.

International Lawyers Project

The RPC Pro Bono Committee has continued to support pro bono charity, the International Lawyers Project, through the provision of charitable donations.

The International Lawyers Project coordinates a network of lawyers that supports communities, civil societies, and governments on cross-jurisdictional issues such as corruption, environmental justice, and transparency.

LawWorks

In February 2022, RPC became a member of the UK-based pro bono charity, LawWorks. LawWorks is an organisation that connects law firms with individuals, charities, and NGOs that require pro bono legal assistance.

Individual lawyers at RPC have taken part in a pilot of LawWorks' pro bono initiative, Free Legal Answers. Free Legal Answers is an online platform through which individuals are able to submit legal questions concerning consumer, debt, and employment law – akin to an online legal advice centre. Lawyers then log onto the platform and respond to the questions that have been submitted.

Having undertaken a pilot of Free Legal Answers, RPC will shortly be rolling out a firmwide programme through which lawyers from across the firm will be able to provide pro bono advice on the platform (discussed below).

Hong Kong

Justice Without Borders

The RPC Hong Kong and Singapore offices have continued its award-winning work with the multinational charity, Justice Without Borders (JWB).

JWB focuses locally and regionally on cross-border civil litigation for migrant workers who have been victims of labour exploitation or human trafficking. JWB works with pro bono lawyers to ensure that access to justice continues to be an option for vulnerable migrant workers, even after they return home.

RPC's work with JWB focuses on two areas. Firstly, providing advice directly to individual domestic workers (in respect of both criminal and civil matters). Secondly, providing essential guidance and advice on a pro bono basis on the corporate governance of JWB as a charitable entity in Hong Kong and Singapore.

During the last year, RPC has provided legal advice and representation (including advocacy) to a domestic worker in support of her claim against a former employer for verbal and physical abuse.

PILnet

RPC Hong Kong has also continued its relationship with PILnet – a platform that connects NGOs in need of pro bono legal services with law firms in Hong Kong to provide pro bono assistance.

Pro Bono (continued)

Looking ahead to 2022/2023

RPC intends for an ambitious expansion of its pro bono offering in 2022/2023 to meet the growing demand for pro bono assistance in the UK and overseas.

Student projects

Prior to the coronavirus pandemic, RPC supported a number of UK, Hong Kong and Singapore universities with a range of student-led pro bono initiatives. Unfortunately, due to the 'remote-learning' restrictions placed on these universities – and the annual turnover of students – these initiatives have come to an end.

During the coming year, RPC will again be partnering with various universities to support and sponsor student-led pro bono projects.

Launch It

RPC will be hosting a packed programme of workshops with young entrepreneurs over the coming year. RPC is currently looking to collaborate with existing clients of the firm to provide the young entrepreneurs with advice and insight from established retailers and corporates.

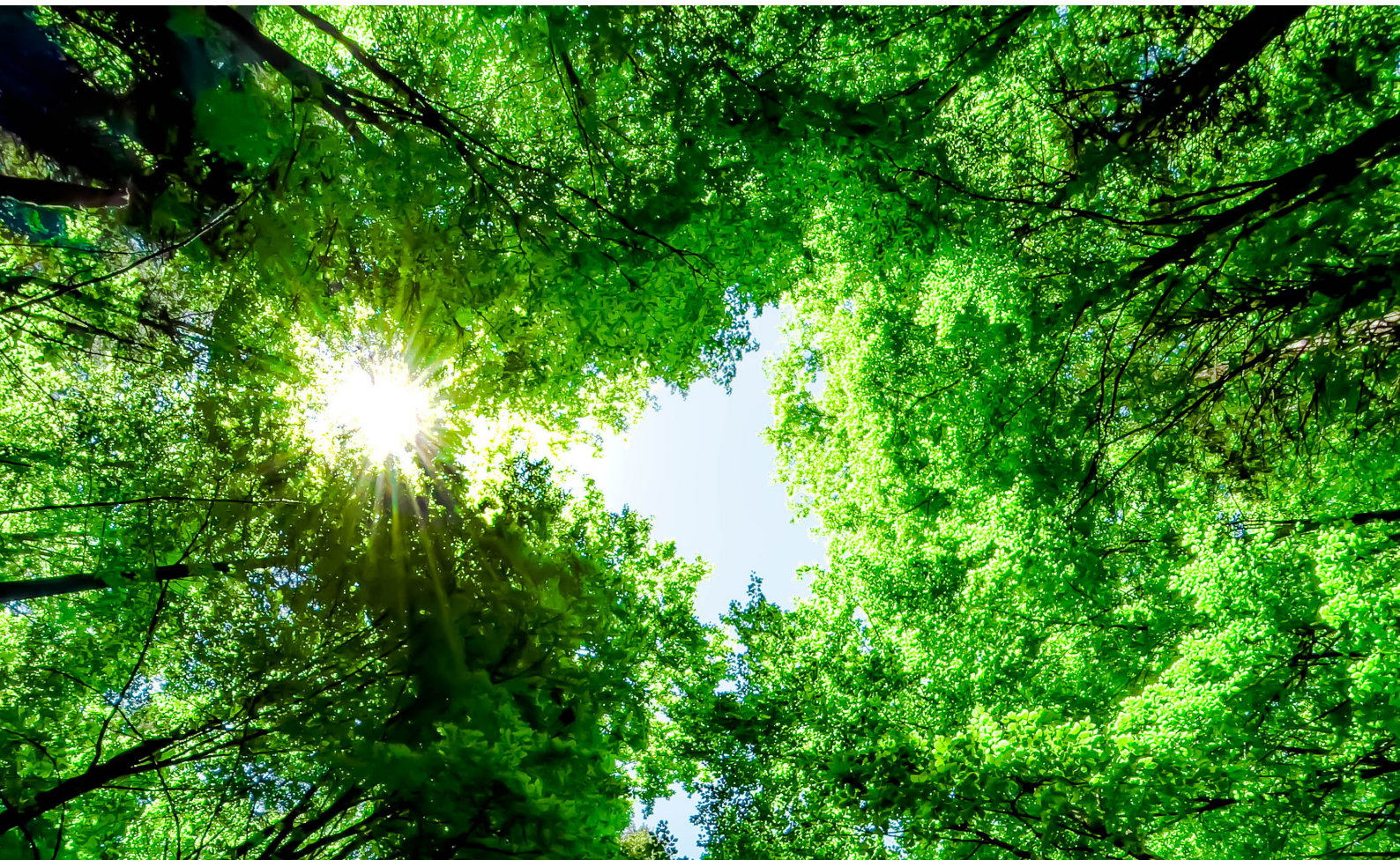
LawWorks: Free Legal Answers

As discussed above, the Pro Bono Committee has been working on launching RPC's first project with LawWorks and has recently completed a pilot of the Free Legal Answers platform.

The Pro Bono Committee has received significant interest from volunteers across the firm to participate in Free Legal Answers.

The benefit of Free Legal Answers is that it provides an initiative through which lawyers at any career level can provide pro bono legal support. RPC has formalised a structure through which free legal advice can be provided by trainees and junior lawyers (with appropriate supervision). The inclusion of more junior lawyers in the firm's pro bono initiatives will vastly increase (i) the number of employees participating in pro bono programmes, (ii) the number of hours dedicated to pro bono work, and, most importantly (iii) the number of people who are receiving pro bono legal advice.

Look out for further announcements about RPC's collaboration with LawWorks.



Ethics and governance

We are using the SDGs as a framework to embed our responsible business principles into how we operate as a firm.

Governance structure

The Partnership Executive (PEX) is a team of Partners selected by the Managing Partner to work with them in managing the firm. PEX's primary focus as a central management and strategic board is:

- to provide leadership, central direction and facilitate decision making on major issues
- to influence the firm's standards, ethos, style and development
- to adopt budgets and monitor use of the firm's resources
- to be aware of the needs and aspirations of the firm's Partners and employees.

The Partnership Committee (PC) acts as an impartial body to ensure fair working practices of the Partnership. PC's primary focus as a central management board is:

- to combine with PEX to deliver the annual partner review which sets Partners' individual remuneration levels
- to combine with PEX to propose the appointment of new Partners.

The Executive Committee focusses on operational matters and comprises the leaders of the Business Services departments.

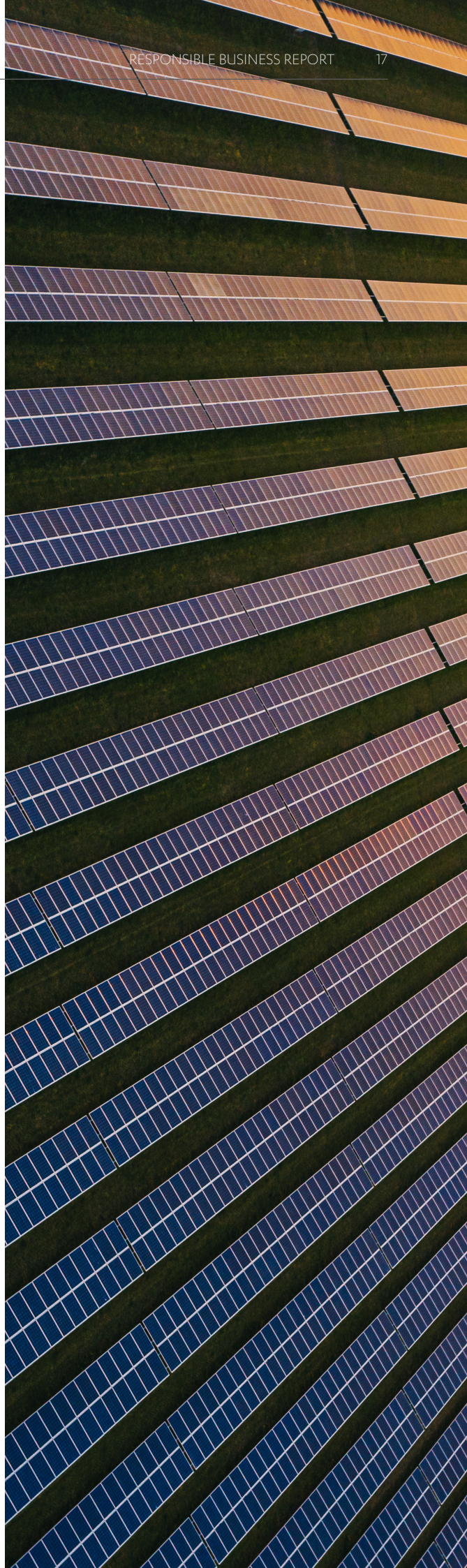
The Risk and Compliance team, led by our General Counsel, Reshma Raja, assists in the management of risk throughout RPC operations and to promote compliance with the increasingly complex and various legal and regulatory obligations on us as a firm. The team are involved in a wide range of areas from SRA regulatory and conduct queries, data protection and AML (Anti Money Laundering) to client engagement, firm operations and training.

Our ESG Advisory Group

As Responsible Business is a firmwide priority, governance of our Responsible Business programmes sits with an Advisory Group of Partners and the firm's Head of Responsible Business. There is a direct line of communication to the firm's Partnership Executive Board, Executive Committee and Risk and Compliance team.

Policies and codes of conduct

We have a number of global policies which deal with ethical business practices, including policies on anti-bribery & corruption, modern slavery, gifts and hospitality, whistleblowing, information security, IT, anti-money laundering, conflicts of interest and supply chain accountability.



Ethics and governance (continued)

Additionally, as a regulated law firm, all our staff have to comply with the Solicitors Regulation Authority Standards and Regulations (and our local regulators in Hong Kong and Singapore) which include principles, amongst other things, such as acting with honesty and integrity.

We also take our obligations in relation to our people seriously and ensure robust compliance with legislation regarding equality and broader employment law, health and safety, pay gap reporting and data protection.

Our supply chain

We aim to work with suppliers who have strong responsible business strategies in place, including suppliers who are aligned to our culture and values.

As part of our onboarding processes, we conduct targeted due diligence of suppliers, request that key suppliers sign up to our supplier code of conduct and use our supplier standard terms and conditions with enhanced compliance requirements where appropriate. We have implemented controls within our finance function to verify that the above processes have been completed.

We are regularly reviewing and developing our supplier onboarding processes and are currently expanding the due diligence that we undertake on strategic suppliers.

We have implemented controls within our finance function to ensure that new suppliers are not onboarded until verification that the above processes have been completed.

We aim to work with suppliers who have strong responsible business strategies in place, including suppliers aligned to our culture and values such as minority owned and sustainably minded businesses.

FOR MORE INFORMATION, PLEASE CONTACT:



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Case studies

Our cleaning company for our UK offices

Our cleaning company's head office and its warehouse energy usage is monitored and managed in line with ISO 50001 and certified with ISO 140001.

Their carbon footprint is certified with Planet Mark and they have a net zero target for 2025.

From April 2022 they are officially a carbon neutral company through offsetting with Gold Standard certified projects.

Electrification of their fleet is a top priority and they have already converted 1/3 to electric.

They have a number of initiatives in place at client sites, including RPC. They encourage the use of aqua smart systems which provide the same effectiveness as traditional cleaning products but save up to 90% of toxic chemical usage and plastic waste. This in turn saves on the emissions from the manufacturing and transportation of traditional products. For areas where aqua smart cannot be used, they prioritise Eco Label products in concentrated forms and dilute them on site, avoiding unnecessary transportation.

For their consumables and materials, they prioritise UK made products that fit the circular economy principles (eg toilet paper made from office confidential waste and have a social impact).

Period products

We work with Hey Girls, a Social Enterprise on a mission to eradicate Period Poverty in the UK. The products, which are vegan friendly, biodegradable (all the way down to the packaging) and made from responsibly sourced organic cotton and bamboo, are available for free in our UK office restrooms.

One in ten people in the UK cannot afford period products but the Hey Girls Buy One Donate One model means that for every Hey Girls product purchased, they donate to someone who needs it. They have partnered with hundreds of community groups, food banks, businesses, schools, colleges and universities across the UK to provide safe, healthy and high quality period products.

By providing free period products at work also supports the Period Dignity movement, aiming to make the working environment more supportive and equal for those who menstruate.

UK catering

Our UK catering supplier set up a sister company with the purpose of celebrating authentic, small, local enterprises, helping them to build their business and bring unique food to new audiences. During the pandemic in particular, this scheme was able to support a number of small businesses that would otherwise have struggled to stay afloat.

RPC have been thrilled to work with this company and have already brought in businesses such as Jollof Mama (Nigerian cuisine) Loki Poke (Poke bowls) and Hanoi Ca Phe (Vietnamese Pho and Banh Mi) for pop ups in our London and Bristol offices.

Our UK catering supplier also sources coffee from Lofbergs. Their roastery is carbon neutral, roasting huge volumes with a state of the art automated facility that recycles all energy generated in the roasting process, and has electric trains to move all product. The packaging is compostable, in an industry where aluminium lined containers is common, and the packaging is designed to lay flat to enable efficient and optimised transport.

The catering supplier has made its entire coffee range carbon neutral by engaging a life cycle analysis consultant "Climate partner" to assess their impact, and to offset. The milk and packaging is offset in gold standard projects from the oxford mix, and includes fast growing bamboo crop in coffee growing regions. This was launched alongside a marketing campaign to raise awareness for customers in the impact of their choices, to divert to reusable cups, and more sustainable milks.

Mortgage surgeries

We currently partner with a company that offers mortgage advice to our people in the UK. The company plant a tree for every mortgage that is redeemed with them. As a result of offering this service we have helped them plant 40 trees. A great way to support the environment while helping our people access financial support or guidance, especially as we navigate the cost of living crisis.

