



RPC



**Responsible
Business Report**

2024/2025

Our progress so far

At RPC, we continue to work to embed responsible business practices into the fabric of our firm, ensuring they are not merely a strategic focus but a core part of who we are. This year, a key achievement has been setting our net zero targets which is a core part of our internal environmental programme. Equally important is our focus on supporting those with caring responsibilities, as demonstrated by our collaboration with Carers UK and the launch of our 'Mind the Caring Gap' report. These initiatives underscore our commitment to fostering an inclusive, supportive workplace where everyone can thrive. We still have much ground to cover, but the progress we've made is a testament to the power of our collective efforts.



James Miller
Managing Partner

A handwritten signature in white ink that reads "James Miller". The signature is written in a cursive, flowing style.

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Our strategy and approach

At the end of 2022, RPC launched its bold, holistic, and long-term ESG/responsible business strategy, embracing our own position in the global community and meeting our individual and collective responsibilities to ensure our business is future-fit for the next generation of RPC people and clients.

Our goal is to continue to ensure that 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 continue to align our ESG/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.



This year we were thrilled to have won Responsible Business of the Year at the Women and Diversity in Law Awards.

The award celebrated our overall alignment with the UN Sustainable Development Goals (SDGs) and some of our successes across 2023-2024, including our work with EcoVadis and UOcean around plastics and the environment, as well as our maintained success in our external benchmarking accolades such as the Stonewall Workplace Equality Index, The Social Mobility Employer Index, being a Disability Confident Level 2 Employer and reaching silver status for the Armed Forces Covenant. Additionally the award recognised our impactful work with clients, from advisory support to training and combined awareness events.

Recent awards



People and culture

We launched our firmwide people programme, **Ambition for our People (AmP)**, in 2023. This programme was designed to support all of our people to reach their full potential and achieve their career ambitions. Our people are

our greatest asset, and it is essential that we support the overall wellbeing and development of everyone at RPC. Our culture is built on really strong foundations, and as part of AmP, we have four signature strengths:



1

Never stop growing:

lifelong learning and development



2

Empowered to be your best:

inclusive and supportive culture



3

Take the initiative:

trust and flexibility



4

work with purpose:

ability to make a difference in my role

Learning & Development

As part of the further development of our AmP programme this year, our Learning & Development team have created a range of new tools to really enable everyone to better understand how they can meet their career ambitions.

- **AmP Framework:** dedicated career frameworks for each career level in the firm, which can support our quarterly career conversations. These frameworks provide clear transparency and all levels are accessible to everyone to help individuals understand what is expected at each career level.
- **AmP Learn:** a dedicated learning platform with an incredible number of resources to support regular, on-demand learning for all our people.
- **Training Programmes:** this year we have rolled out training programmes for all our people, including bespoke training programmes for our business services teams and a new people management programme for all new managers.

ESG/Responsible business principles are woven throughout the AmP resources and frameworks. For example, the AmP career frameworks include expectations at every seniority level for our people to contribute to our culture by (amongst others):

- contributing to a supportive team culture that encourages inclusive collaboration,
- understanding the commercial and cultural benefits of our DEIB and ESG approach as set out in our firm strategy and committing to taking action,
- acting authentically and encouraging others to do the same,
- ensuring organised events are inclusive and considering diverse needs,
- role modelling and promoting RPC values, proactively contributing to our culture and participating in activities to support these, and
- understanding and embracing workplace standards set out by the relevant regulatory bodies and always behaving with integrity.

Likewise, AmP Learn offers our people learning programmes and educational tools across a number of responsible business topics including the environment, diversity, equity, inclusion & belonging, wellbeing, culture and management.

Policies

We have a number of policies and processes in place to ensure that we are supporting our colleagues and maintaining the culture that we have spent years building. Our enhanced maternity pay has no minimum service requirement, and we have a number of policies to support our people, from trans inclusion policies to pregnancy loss. Some of our policies, which are reviewed on an annual basis, include:

- equal opportunities policy
- bullying & harassment policy
- DEIB policy
- environmental policy.

Flexible working patterns

At RPC we believe that hybrid working can increase motivation, promote a better quality of life, reduce stress and improve performance and productivity. We have embraced the opportunities offered by a more varied and flexible way of working, balancing work in the office with work elsewhere. Saying that, we also want to hold onto the benefits of spending time together in our offices, fostering a community by giving a common place for collaborative interactions, innovation and learning. Importantly, we want our way of working to enrich the RPC experience for our people and our

clients and so we have adopted a hybrid way of working which means people will have more choice about where they work. At RPC we recognise that we must allow for individual and collective differences. We have chosen, therefore, not to set down strict rules, including the proportion of time each of us should spend in or out of our offices.

Pay gap reporting and monitoring

In addition to our annual Gender and Ethnicity Pay Gap Reporting, our in-house Employment Counsel also carries out a UK-wide equal pay audit each year, as part of the firm's salary review process. This is completed before the salary review outcomes are presented to the Board.

Governance

Our Director of People & Talent reports to the firm's Chief Operating Officer and Managing Partner with regular attendance at Partnership Executive Board meetings to present and discuss priority People & Talent initiatives and best practice. The Responsible Business team works hand-in-hand with the People team, across operations, recruitment, early talent, advisory and learning & development to ensure responsible business principles are woven through our people experience and lifecycle.

Research and consultation

We regularly consult with a variety of networks and people across the firm to gather opinions, data and experience which often directly informs our strategy, policy and approach. For example, a People Advisory team member sits on each of our DEIB Communities to ensure that the Community viewpoints are incorporated into our people processes.

We run regular interview projects on specific topics to gain further insight to support our action plans. For example, we carried out an internal interview project around race and ethnicity. A report was created from the (anonymised) themes from the project and was reported back to the firm's Partnership Executive Board. It also formed the basis of the firm's Race & Ethnicity Diversity Plan to ensure

we were committing to tangible actions to address the themes raised. Most recently we completed another interview project around caring responsibilities which involved speaking 1:1 with people across the firm and running a sector-wide survey. From our research, we published a report externally, and in partnership with Next 100 Years and LawCare, entitled 'Mind the Caring Gap: the impact of caring responsibilities in the legal sector'.

Our People team also run regular People Experience Forums which are open to anyone at the firm to join and which consults on a wide range of People-related proposals (eg benefits, bonus, wellbeing, policies, etc).

We run regular People Pulse surveys to capture data around how our people are feeling.

Our last survey reflected positive results with:

95%

of our people are proud to work at RPC

93%

of our people would recommend RPC to family and friends

87%

of our people feel they are provided with appropriate learning opportunities (on the job and self-directed)

92%

of our people enjoy their job

Environment

We understand that, although we offer expert guidance to our clients on environmental regulations and policies, it is essential to incorporate environmental sustainability best practices into our own decision-making processes.



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. We understand the importance and our responsibility to address environmental issues. The environmental performance of our firm holds significant importance for our clients, people, and stakeholders. We demonstrate our commitment through our environmental

reporting and sustainability policies, which encompass assessments of energy efficiency, waste management and utilisation of our office facilities. Our strategic agenda includes the ongoing review of our buildings, the energy we use, and taking proactive measures to reduce carbon emissions associated with both our business travel and engaging with our supply chain.

Carbon reduction

Net Zero

RPC is dedicated to reaching net zero Greenhouse Gas (GHG) emissions across our entire value chain by 2050, using 2022 as the baseline. To meet our targets, we are committed to integrating all available carbon reduction opportunities and initiatives into our operations and business processes, acknowledging the significant investment, resources, and process changes required.

As part of our Net Zero journey, we have developed a robust and comprehensive Action Plan outlining how we are going to get there. This has oversight from a specific Advisory Board made up of our Head of Responsible Business, Chief Operating Officer and General Counsel. In addition to this, we have formed a number of workstreams focusing on specific areas of carbon reduction across the firm.

Overall Net-Zero Target

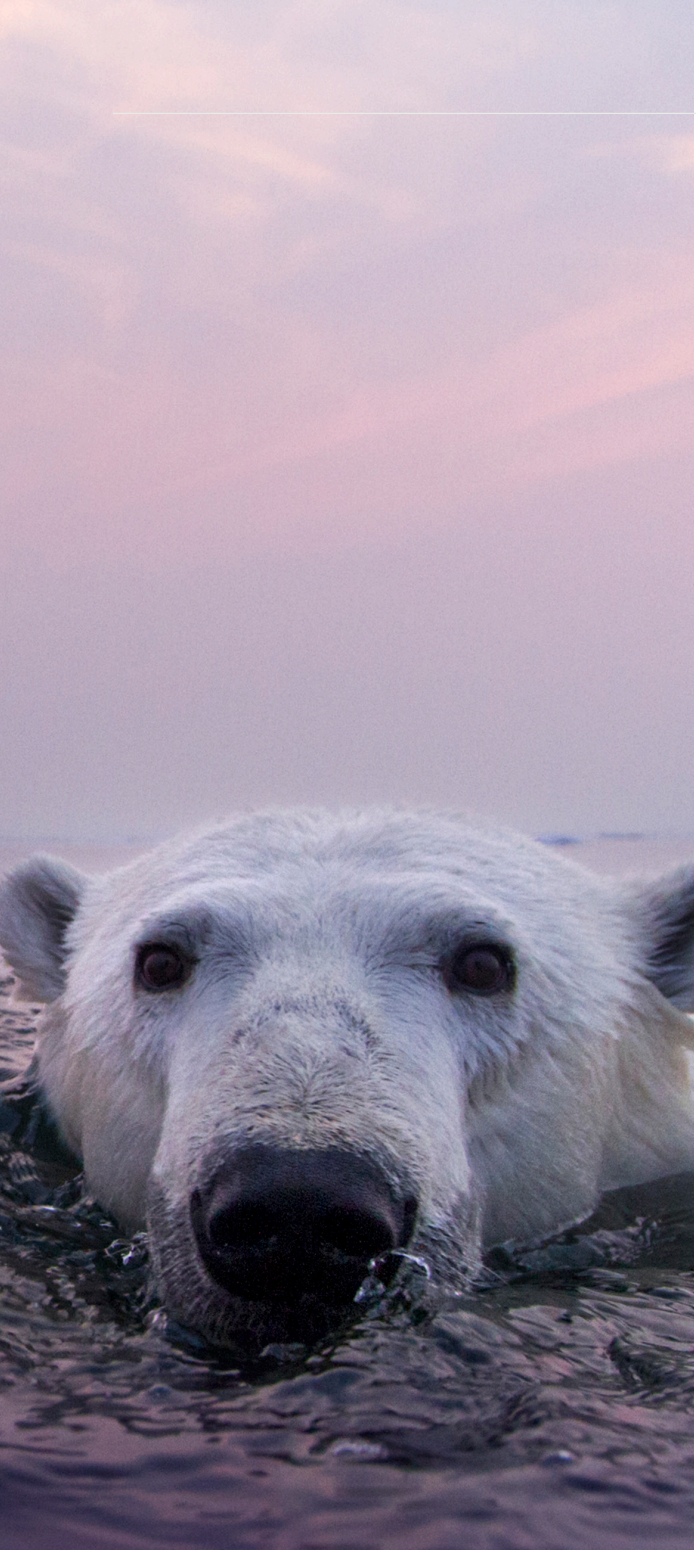
RPC is committed to reach **net-zero across the value chain by 2050**.

Near-Term Targets

RPC is committed to **reduce absolute Scope 1 and 2 emissions by 75% by 2030**. Suppliers covering 80% of emissions from Purchased Goods and Services to set net-zero targets aligned with a 1.5% pathway by 2030.

Long-Term Targets

RPC is committed to reach net-zero across the value chain by 2050, which is a **90% reduction across Scope 1-3**.



“As a firm, RPC is deeply committed to reducing our environmental impact and taking meaningful steps towards achieving our net zero targets, which were set in 2024. We recognise our responsibility to lead by example, not only through our expert guidance to clients but also by working to integrate responsible business practices into every aspect of our operations, alongside a robust approach to measuring, monitoring, and reporting on our impact.”

Alistair Johnson, Chief Operating Officer

SBTi

We are proud to announce our commitment to setting near-term science-based emissions reduction targets through the Science Based Targets initiative (**SBTi**), a globally recognized framework that aligns corporate emissions goals with the latest climate science and the objectives of the Paris Agreement. We have submitted a letter confirming that our existing targets have been independently verified and are currently in the process of submitting these targets to the SBTi for formal validation. This marks a significant step in our journey towards reducing our environmental impact and supporting global climate action.

Legal Sustainability Alliance

In 2024, RPC signed up to the Legal Sustainability Alliance. The Legal Sustainability Alliance (**LSA**) is a collaborative network of law firms and other organisations within the legal sector which was established in the UK as a way for firms to take collective action, share best practices, and measure progress toward reducing their carbon footprint.

Sustainable Recruitment Alliance

RPC is proud to be a member of the Sustainable Recruitment Alliance, a collective working to reduce the environmental impact of the recruitment industry. This partnership allows us to collaborate with like-minded organisations to share best practices and develop strategies that help drive more environmental and social responsibility in our hiring processes. As part of the Alliance, we reinforce our commitment to reducing our environmental impact and ensuring that our recruitment efforts align with our broader environmental and ethical goals.

2023 carbon reporting

RPC's fifth year of carbon footprint reporting and certification to The Planet Mark. RPC first calculated the carbon footprint of its UK operations (London and Bristol offices) for the year ending December 2019. Our footprint for 2023 includes emissions from electricity, T&D (transmission and distribution) losses, natural gas, water, business travel, waste, paper, courier-freight from the UK (London and Bristol offices) and Asia (Singapore and Hong Kong offices) operations.

RPC's measured location-based carbon footprint for year ending December 2023 was 1,170.8 tCO₂e. The carbon footprint per £m turnover was 6.9 tCO₂e and the carbon footprint per employee was 1.1 tCO₂e. Scope 1 emissions (natural gas) account for 12.5%, location-based scope 2 emissions (electricity) account for 24.2% and scope 3 emissions (transmission and distribution losses, freight, paper, business travel, waste, water) account for 63.2%

RPC's measured market-based footprint in the year ending December 2023 was 982.3 tCO₂e, a decrease of 19.7% from the year ending December 2022. The carbon footprint per £m turnover was 5.8 tCO₂e (a decrease of 30.6%) and the carbon footprint per employee was 0.9 tCO₂e (a decrease of 26.7%).

2022 baseline

In the reporting year 1 January -31 December 2022 (baseline year for Net Zero), RPC has measured all Scope 1, 2 and 3 emissions through Planet Mark's annual Business Certification and extended Scope 3 measurement. The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is verified with evidence provided by RPC.

Scope 1	196.6 tCO₂e
Scope 2 (market based)	557.9Tco₂E
Scope 2 (location based)	303.2tCO₂e
Scope 3	6325.4tCO₂e
Total (location based)	6825.2tCO₂e
Total (market based)	7079.9Tco₂e

Carbon Disclosure Project (CDP)

This year, we are proud to have submitted to the Carbon Disclosure Project (CDP) for the first time. The CDP is a globally recognised platform that enables companies to measure and disclose their environmental impact, providing transparency on key areas such as carbon emissions, water use, and deforestation. By participating in the CDP, we are reinforcing our commitment to accountability and the reduction of our carbon footprint. This submission allows us to benchmark our progress, identify areas for improvement, and demonstrate our dedication to reducing our climate impact in alignment with global best practices.



Employee benefits



Cycle to work

We take part in the Ride2Work scheme, which enables employees who cycle to work to purchase a bicycle tax-free. Taking part in this scheme supports our commitment to reducing the firm's carbon footprint by encouraging employees to use bicycles for commuting, which lowers emissions associated with vehicle use.



Tree planting and mortgage surgery

We 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.



Sustainable sanitary products

Across all of our UK offices, we work with Grace & Green to supply sanitary products for our toilets which are available for free for our people. Grace & Green was founded with the aim to create products with a reduced environmental footprint, tackle the taboo that still exists around periods, and help bring dignity to all. Through their organic products and recyclable packaging Grace & Green make a conscious effort to factor environmental considerations into their production processes. Grace & Green are also dedicated to tackling period poverty. One in 10 young people in the UK cannot afford period products and can affect people from all different backgrounds, in all different situations. As part of their Period Dignity Scheme, launched in 2022, Grace & Green are campaigning for free period products in all public spaces and 2% of revenue goes towards providing free period products to charitable partners across the UK. 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.

Our office spaces

ESOS

As part of our environmental programme and our commitment to regulatory compliance, we participate in the Energy Savings Opportunity Scheme (**ESOS**) Phase 3 reporting in our London office. Through this initiative, we have conducted a thorough assessment of our energy usage across operations, identifying key opportunities for energy efficiency improvements.

Energy

100% of the electricity used at Tower Bridge House is renewable - it is supplied by the National Grid and certified by Renewable Energy Guarantees of Origin (**REGO**), matching electricity bought with the equivalent amount from 100% renewable sources. It equates to roughly 3,483,844kWh per annum. The gas is Brown and this equates to roughly 1,723,496kWh per annum. Taking the electricity and gas together, this means that up to 66% of all energy used in our London office is from renewable sources.

ISO14001

We are proud to have achieved ISO14001 certification in both our London and Bristol office, a globally recognised standard for environmental management systems (**EMS**). This certification underscores our commitment to minimising our environmental impact and enhancing our environmental management practices. Achieving this certification reflects our proactive approach to reducing our environmental footprint.

Motion sensors

We have motion sensors in our Tower Bridge House London office space, toilets, reception, in stairwells and lifts. Our Bristol office has motion sensors in our office space, toilets, reception and in the stairwells. Motion sensors support us in improving energy efficiency by automatically controlling lighting and HVAC systems based on occupancy, reducing unnecessary electricity use and lowering carbon emissions.

Hong Kong – Green Performance Pledge

RPC Asia's Be Green Committee is dedicated to promoting environmental awareness both within the workplace and in the wider community. With a focus on encouraging staff behaviour-change, the committee aims to reduce environmental impact and inspire positive change.

Hong Kong – Be Green Committee:

Our Hong Kong office has proudly achieved a gold rating in Swire Properties' Green Performance Pledge (**GPP**) program, which is a performance-based initiative aimed at enhancing landlord-tenant engagement regarding environmental sustainability. The GPP involved an independent audit of our office at One Taikoo Place, evaluating our practices related to energy, water, and waste management.

Environmental education with UOcean

We work with our global charity partner, UOcean, to organise educational sessions throughout the year to a wide audience of employees and our future talent, such as summer scheme students and interns. Through our environmental sessions, Sustainability Simplified, our employees and future talent get the opportunity to learn more about:

- the causes and science behind climate change
- the common emissions, how long they have been in our air and their potency over 20 years
- which industry releases the highest percentages of each emission
- what effects emissions have on our environment
- climate change myths
- the positive steps that are already happening around us
- the steps each individual can take in their day-to-day lives to improve the environment around them.

Recycling and Repurposing old technology

At RPC, we **partner with an organisation called Reconome to recycle old technology.**

The organisation rehomes IT hardware where it will have the greatest social impact. Most recently we have donated a large number of corporate mobile phones to the organisation to repurpose.

“I’ve thoroughly enjoyed rolling out and developing our net zero strategy, especially seeing how engaged the entire firm is in understanding and actively reducing our carbon emissions. The commitment from every team to embrace sustainable practices has been inspiring and shows a true, collective dedication to making impactful environmental changes. I am looking forward to seeing how this develops in 2025, and rolling out our environmental engagement and learning campaign to all employees.”

Katie Horn, Senior Responsible Business & Environment Manager



Looking forward to 2025

RPC is committed to reducing its environmental impact. We are currently progressing through the Science Based Targets initiative (SBTi) process, reflecting our commitment to aligning with global best practices in reducing greenhouse gas emissions. We are in the process of validating our targets in line with the Paris Agreement. We anticipate completing this process and being officially aligned with the SBTi by the start of 2025.

As a firm, we are also prioritising strengthening our environmental data to ensure accurate tracking, support our climate strategy and demonstrate our accountability in carbon

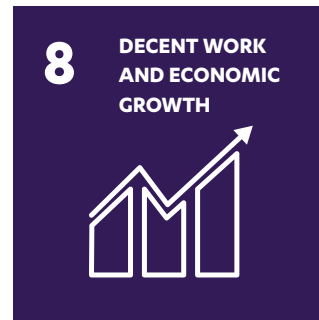
reduction. This will be done through ensuring our data capture methods are strong and reliable with the view of then moving from spend based to activity based Scope 3 reporting.

In early 2025, we will be rolling out a mandatory learning programme for all employees, alongside an internal environmental communications and engagement campaign. This campaign will engage all employees across all four of our offices in the UK and Asia and will mark the start of an ongoing series of educational touch points for employees.

Charity

We have a three-tiered approach to our charity strategy, to ensure we are having the maximum impact on the communities in which we operate, whilst supporting causes that are important to our people. This strategy focuses on our global

charity partner which allows the whole firm to get involved, our local charity partnerships which align to our offices and ESG stream partnerships, and individual volunteering and fundraising opportunities.



Our global charity partner

We have been working with UOcean since 2021, and in 2023, UOcean became our first global charity partner. UOcean is a pioneering, grass-roots non-profit solution to clean waterways, with a mission to protect and restore the world's oceans by 2050. By working with an array of individuals, businesses and communities on innovative solutions, UOcean helps to forge a circular economy with the removal of marine plastics and protecting ocean health.

Over the last year we have had a number of fantastic opportunities to support UOcean and their mission. This includes educational lunch and learn sessions that have been delivered in both our UK and Asia offices to help our employees better understand UOcean's work, and how they can directly and indirectly support their mission. Additionally, we have run a number of 'clean up' days with UOcean whereby volunteers from our offices help remove litter and plastic pollution from canals and waterways. These activities have also provided great team-building opportunities for our interns, summer scheme students and new trainees.

Since the start of our partnership, with both our financial support and volunteering hours:

“We believe that responsibility goes beyond just cleaning our rivers & oceans—it’s about transforming mindsets, empowering communities, and driving sustainable change. RPC’s unwavering support enables us to expand our efforts globally, fostering a collective movement toward a healthier planet whilst enriching their staff and business sites collectively.”

Chris Desai, Global Director of UOCEAN 2050

471

we have contributed over **471 hours of volunteer time**

250

UOcean have released **250 turtles** in Bali, Indonesia

169

we have enabled **169 RPC employees to volunteer**

300

UOcean have planted **300 mangroves** in Bali, Indonesia

204

we collected a total of **204.5 kilos of waste from our waterways** during our volunteering days in London and Bristol

7

UOcean has opened 7 Chapters in: Malawi, Northampton, Kenya, Weymouth, Camden, Islington and Hackney



Local office and ESG charity partnerships

St Peter's Hospice, Bristol

Every two years our Bristol office selects a new local charity partner, and until December 2025, we are supporting St Peter's Hospice, a charity which provides care and support to adults who are living with a progressive life-limiting illness.

Through our relationship over the last year our Bristol Charity Committee have

coordinated a number of fundraising activities, from musical bingo to sweepstakes to festive fun days, in order to raise vital funds for the charity. Additionally, many of our people in the Bristol office have volunteered with St Peter's Hospice, taking part in gardening days and providing pro bono support for the charity where possible.



HandsOn Hong Kong, Hong Kong

Since 2021, our Hong Kong office has partnered with HandsOn Hong Kong, an NGO that strives to empower people to volunteer. This collaboration provides a variety of creative and enriching opportunities for our people to participate in volunteering activities for numerous charities across Hong Kong that require our assistance. Projects carried out in the last 12 months include:

- conducting tree maintenance work at ELCHK Grace Youth Camp
- sorting and recycling plastics with disadvantaged elderly at V Cycle
- empowering single mothers from Ways Out Hong Kong through organising upcycling workshops where upcycled jewellery products were then used to raise funds for another NGO, ImpactHK to support their daily operation
- circle painting with SEN children from Heep Hong Society to foster social inclusion.



These activities involved 90 volunteers and a total of 235 service hours.



Time Auction, Hong Kong

To further promote the culture of volunteerism, we recognise and reward our volunteers' dedication in making contributions to the community. The Hong Kong office has partnered with Time Auction – a charity platform where individuals can volunteer skills for NGOs and redeem different experiences with their service hours. The platform enables our people to record the number of hours they have spent volunteering or working on a pro bono project, and see the impact they have had, while receiving a small reward in the form of a one-off experience or voucher once they reach a certain number of hours.



A total of 536 hours were recorded.

SeeAbility and RAIN, our LGBTQ+ Community, London

This year, to mark Pride Month, we sponsored the charity, SeeAbility, and their LGBTQ+ network to walk in London Pride to help raise awareness about the intersection between LGBTQ+ and disability inclusion. SeeAbility (formerly, The Royal School of the Blind), is a charity which supports people who have learning disabilities, autism, and/or sight loss.

This year, the charity sought to highlight and address the accessibility challenges some disabled members of the LGBTQ+ community may face.

We had a fantastic day celebrating with members of the charity and the people they support, and to be able to help shine a light on a topic that is often overlooked.





“Seeing our Pride initiatives go from strength to strength each year is heartwarming. It makes me feel so proud to be a part of a firm who celebrates individuals for who they truly are. Having the amazing opportunity to organise and march with members from SeeAbility at the London pride parade whilst shining a light on the intersection between LGBTQ+ and Disability Inclusion will forever be held in my memory. Our Pride Month quiz events were equally heartening, bringing people in our offices together to celebrate - it was lovely to see our efforts spread smiles across the room. I personally got involved in this year’s social media campaign, sharing what pride means to me, and what a wonderful opportunity it was to share something personal to me whilst hearing from others and bonding over our experiences. I can’t wait to see what next year brings.”

Carmen Dennis, Responsible Business Executive

“I want to say a massive heartfelt thank you to RPC and the incredible team that gave us the opportunity to attend Pride this year. It marked a significant milestone for SeeAbility in our journey for creating and embracing a truly inclusive culture for our colleagues and for people we support.

Pride in London left me feeling a profound sense of empowerment, joy, and hope for a more inclusive future, while also serving as a reminder of the ongoing struggles and the importance of continued advocacy for LGBTQAI+ rights and inclusion.

As a network and organisation, this is just the start for us as we aim to continue to grow together to make positive long-lasting change. Thank you to the team at RPC that supported us throughout, you made our day joyous, you brought smiles, cheer, kindness and lots of fun. We look forward to next year and what is to come”

Rhian Airey, Senior Supported Employment Coach of SeeAbility

Hestia, London

As part of the work that our Modern Slavery Executive network undertakes, we have been working closely with Hestia, a charity that supports victims of modern slavery and domestic abuse. In the last year, Hestia have supported nearly 20,000 adults and children by providing safe houses, mental health and counselling services and wider support for additional needs of those who have been impacted by modern slavery and domestic abuse.

We have supported Hestia in a number of ways, from delivering workshops or running events for some of their key campaigns, such as International Women's Day, to supporting their Empowered Voices sessions.

In October 2024, to mark Anti-Slavery Day, we hosted Hestia's annual Art is Freedom exhibition which showcases incredible artworks by survivors of modern slavery. The event provides an opportunity for survivors of modern slavery to share their stories and help highlight some of the fantastic work that Hestia have been doing.

Employers for Carers, Carers UK, London and Bristol

We're delighted to be partnered with Employers for Carers, a forum which provides extensive support for carers through resources, guidance, and an app called Jointly which helps carers with the coordination of their caring responsibilities.

One in six carers give up work or reduce their hours to care, which for many individuals is not a choice, and often means employers lose some of their most valuable staff. Employers for Carers helps to support employers and those with caring responsibilities to make sure that everyone is sufficiently supported and can successfully balance multiple responsibilities, without burning out.

Hope in Haringey Career Insight Day, London

We were thrilled to support Hope in Haringey again this year, a charity which supports students from low socio-economic backgrounds across North London. In collaboration with Aviva, we were able to offer students studying their A Levels or equivalent the opportunity to hear more about the different career options available in the legal sector, and gain professional development skills from experts across the business.

- **83%** of those who gave feedback said the day was either useful or very useful.
- **87.5%** of those who gave feedback said their knowledge on the legal sector improved after the day.
- **75%** of those who gave feedback said their knowledge on business and other roles in the legal sector improved after the day.
- **62%** of those who gave feedback said their knowledge of the insurance sector improved after the day.

"It has been incredibly fulfilling for me and the wider team working with their team at Hestia, and learning more about the vital work they do to support survivors of modern slavery and domestic abuse. Over the last year, our Modern Slavery Exec have supported the charity by facilitating workshops for International Women's Day, hosting their Empowered Voices sessions and recently showcasing Hestia's annual Art is Freedom exhibition in our London office – an inspiring display of artwork by those who have directly benefitted from the support of the charity. We are thrilled to have been able to support Hestia this year and we are looking forward to developing the relationship."

Jeremy Drew, Partner, Head of Commercial

Individual volunteering opportunities

All of our people have access to one paid volunteering day per year to get involved in a charitable activity of their choice and give back to the communities that we support. In addition to this, and our Give as you Earn scheme, which allows individuals to make regular donations to a charity of their choice, we have launched our Matched Giving scheme, which allows individuals who are fundraising to receive funds from the firm to support their overall goal.





London and Hong Kong Legal Walk

We supported both the London Legal Walk and Hong Kong Legal Walk this year to help raise vital funds for different charities and not-for-profit organisations. The London Legal Walk saw 18,000 people take to the streets of central London to raise money for the London Legal Support Trust and legal advice centres across the UK to ensure they can continue providing free legal advice to those who may not have the means to access legal support.

Similarly in Hong Kong, the Legal Walk unites the legal profession to raise money for Helping Hand, Feeding Hong Kong and Pathfinders. Our Hong Kong team took on a challenging nighttime hike, successfully climbing multiple mountains including Mount Butler.

Festive giving

As part of our Christmas Giving activity this year, we supported the Family Action Toy Appeal and Trussell Trust in our UK offices to help collect toys and food for those who may be in need over the Christmas and festive period. We were delighted to be able to support Pregnancy to Three in Medway to provide essential toys and gifts for young children and their mothers who may be navigating a number of difficult health, wellbeing and safety challenges.

In Hong Kong, we partnered with Swire Properties for the second year running to organise 'Boxful of Love' – a project which provides low income families or families who may have additional challenges with boxes full of gifts, snacks or stationery.



Diversity, Equity, Inclusion and Belonging (DEIB)



Employee communities

Hearing from our people and understanding the key areas that they would like us to focus on is fundamental in coordinating our DEIB activity and strategy. To ensure we are giving everyone the opportunity to engage, and share their thoughts and experiences, we have eight DEIB employee resource groups which we call ‘Communities’.

Our DEIB Communities provide an open forum whereby individuals who are passionate about particular areas of DEIB can come together to share ideas and experiences.

All of our Communities are open to everyone at the firm, across all our offices and meet regularly throughout the year with our Responsible Business team to ensure we are marking key awareness-raising days and themes that are important to our people at RPC.

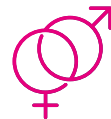
To ensure that we are having consistent, open and honest conversations, and that we have transparent communication between our Communities and Senior Leadership, each of our Communities has a Partner Sponsor, and a Partnership Executive (PEX) sponsor who help facilitate conversations across the business, act as champions and support the Responsible Business team in taking an intersectional approach to our DEIB activity.



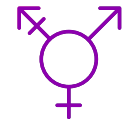
BELIEF



DISABILITY (ENABLE)



GENDER



LGBTQ+ (RAIN)



ETHNICITY



FAMILIES



MENTAL HEALTH



SOCIAL MOBILITY



Key activities:**Belief**

- Lunar New Year celebrations.
- Awareness raising around Ramadan.
- Eid celebrations across our offices with a variety of different foods.
- Celebrated Easter across our offices. with education pieces and easter eggs.
- Celebrated the Sikh festival Vaisakhi, with food in our offices and education.
- Mid-Autumn Festival.

Ethnicity

- Hosted the 10,000 Black Interns Programme for the third year through the 10,000 Interns Foundation. We had interns in our legal teams and business services teams.
- Revised our Race & Ethnicity Diversity plan and published it on our intranet page, accessible to all.
- Food events to celebrate Black History Month showcasing Caribbean and African cuisine.
- Creative workshops to celebrate black heritage and culture, including African Bead-making workshops.
- In collaboration with The Work Couch, we coordinated a podcast with FiveXMore to shine a light on the Black Maternal Health experience and the heightened risk that Black women and birthing people face.
- Signed up to Mission Include, a cross-sector mentoring scheme that matches individuals from different organisations with a senior mentor from a different organisation. The programme focuses on providing mentoring opportunities to those from underrepresented groups, in particular those from ethnic minorities and women.
- We were thrilled to support the Black Counsel Forum again this year, supporting seven individuals and a client to attend.
- Our mentoring programmes and insight days are also aimed at supporting students from ethnic minority backgrounds to help increase their access to opportunities.

Disability (ENABLE)

- Neurodiversity Celebration week
- We took part in a neurodiversity celebration with myGwork, where an Associate shared their personal experience.
- Disability Awareness Day story sharing campaign.
- For International Day of Persons with Disabilities we collaborated with Howden to hear from the first Black female blind Barrister, Jessikah Inaba.
- Creation of our accessibility documents for each office to highlight physical accessibility and sensory information to help clients, visitors and our people navigate office spaces.
- We have conducted an Accessibility Audit on our external website which is regularly reviewed and monitored to ensure we are improving how easily and intuitively the website can be used, especially by those who may have a disability.
- We have an interview guidance sheet to ensure interviewers are equipped to support those with disabilities who may need adjustments in the recruitment process.

Families

- Launch of our caring responsibilities audit and collaboration with Next 100 Years and Law Care to carrying out sector-wide research as well as detailed 1:1 interviews with our own people at RPC about the impact of caring responsibilities on those who work in the legal sector.
- Partnered with Employers for Carers and Carers UK to provide further access to support for those with caring responsibilities.
- Ran our first 'Bring your Child to Work Day' in our Bristol Office.
- Worked with Educating Matters to deliver a technology safety session for parents.
- Extended our Carers Leave allowance.
- Published our 'Mind the Caring Gap' Report.
- In line with Black History Month and our work with FiveXMore, we highlighted Baby Loss Awareness Week and the current impacts on Black maternal health.

"... that chronic illness and disability fluctuate. They are not predictable. People perceive them to be fixed things. The truth is that they constantly change, some days are better, some days are worse, the hard part is not knowing which will come each day you wake up."

Faye Hopton-Cottrell

"Ask questions, become informed. Learn what is needed in order to support those with disabilities; each person is different and will have different needs, adapt yourself to be in their world."

Alexa Isaccs

Families (continued)

- Dedicated Families and Carers intranet page to consolidate information around our policies and supporting benefits, which include:
 - fertility treatment (IVF) policy
 - maternity leave and pay (no qualifying period for our enhanced maternity pay in our UK offices)
 - paternity leave and pay
 - enhanced family leave
 - Shared Parental Leave and pay (including matched SPL pay)
 - adoption and surrogacy leave and pay
 - membership to WorkLife Central – on demand support
 - Work + Family Space which offers all employees six free sessions of emergency elder/childcare
 - Peppy app providing support for people on menopause, fertility, men’s health and early parenthood
 - returning parent buddy scheme
 - new baby/life-changes gift scheme with From Babies with Love.

Gender

- We ran self-defence sessions in London and Bristol for all our people.
- We relaunched FIG, the Inclusive Insurance Network.
- For International Women’s Day we ran a panel with senior women across the firm who shared their experience about their career journeys and provided some helpful advice. This was followed by a networking event where participants could put some of the tips from the session into practice.
- We also celebrated Women’s History Month by highlighting inspirational women throughout time.
- On World Menopause Day we highlighted resources and support.
- In October, FIG held a Mentoring Event whereby attendees got to experience being both the mentor and mentee, whilst having the opportunity to meet and network with individuals from other organisations.
- International Men’s Day health awareness campaign to highlight to men in particular some of the support available to them through the firm’s resources (including apps like Unmind and Peppy).

LGBTQ+ (RAIN)

- LGBTQ+ History Month book club and resource sharing.
- Creation of our LGBTQ+ History Guide for the third year.
- We have an interview guidance sheet to ensure interviewers are equipped to introduce their pronouns and avoid gendered language in order to better support those who may be part of the LGBTQ+ community during the recruitment process.
- Stonewall Workplace Employer Index – Gold Award, Top 100 Employer and Top 10 Law Firm.
- Pride Month activity including:
 - quizzes in both London and Bristol to celebrate Pride month and bring people together
 - social media campaign with our RAIN Community to share experiences of what Pride means to different people across the firm
 - sponsored Trans Pride South West, Black Pride and Bristol Pride
 - partnered with SeeAbility and their LGBTQ+ Network for the London Pride parade to shine a light on the intersection between LGBTQ+ and Disability Inclusion.
- We ran communications campaigns for Lesbian Visibility Day, IDAHOBIT, Bi Visibility Day, Trans Awareness Week and World Aids Day Campaign.
- We are partnered with myGwork and throughout the year we have taken part in a number of myGwork activities including:
 - contributing to the myGwork article series
 - sponsoring Work Pride, an annual LGBTQ+ conference whereby Senior Associate Ash Daniells spoke about LGBTQ+ and Social Mobility Inclusion
 - Associate Emrys Moore spoke about neurodiversity inclusion and mental health
 - We ran communications campaigns for Lesbian Visibility Day, IDAHOBIT, Bi Visibility Day, Trans Awareness Week and World Aids Day Campaign.



“It was definitely the first London Trans Pride back in 2019. I think that was the first time I felt the importance of intra-community allyship, and it gave a sense of pride in the wider LGBTQ+ community for coming together to support its most marginalised constituent group. I’ve been involved ever since.”

Adam Nuhi

“That there isn’t one “right” way to be bi+ and bi+ people don’t have to look, act, or present themselves in any particular way to be valid. If identifying as bisexual feels right to you, then you absolutely belong.”

Maya Whatton

Social mobility

- Ranked 26th in the UK Social Mobility Index, remaining as a Top 75 Employer for six consecutive years.
- Took part in Social Mobility Awareness Day social media campaign #ShareMoments in the hope of raising awareness and improving social mobility in the UK.
- We have been partnered with Jo Richardson Community School in Dagenham for over 15 years, continuing to run our mentoring programme for Year 10 students.
- Again this year, we ran another Career Insight Day with Hope in Haringey for students from Tottenham and Haringey who are currently studying for their A Levels or equivalent.
- Additionally, we have had a longstanding relationship with charity, Ablaze, and the Oasis Academy Brislington where we have supported Years 8 and 11 students through mentoring and development days
- We will be launching an inter-law firm work experience programme in Bristol with University of West England to provide students with an opportunity to shadow some of our business services teams.
- Founding member and continued supporter of the Aspiring Solicitors Foundation.

Mental Health

- For Time to Talk Day, we launched our Wellbeing Champions Training with Unmind to enable everyone to undertake mental health and wellbeing training so we can all better support ourselves and others.
- As part of our Mental Health Awareness Week activity, and in line with this year's theme of movement, RPC's Managing Partner, James Miller, held a session on the impacts of stress on the body based on his previous experience as an Osteopath.
- For Mental Health Awareness Week, we also launch a number of additional resources to reinforce the principles of the Mindful Business Charter and how to balance technology and wellbeing.
- This year we launched our first firmwide mental health and wellbeing survey through Unmind, to better understand how our people are feeling, and to help us continue to evolve our policies and processes to support good health and wellbeing in the workplace.

Mental Health

- In collaboration with our Learning & Development team, for World Mental Health Day, our people were invited to a resilience and wellbeing session.
- We ran a communications campaigns for World Suicide Day and World Mental Health Day to signpost resources and support, including raising awareness through the Lord London Mayor's 'This is Me' Green Ribbon Campaign.
- We ran a photography competition to encourage people get out into nature and embrace movement (the theme of Mental Health Awareness Week 2024), and submit their photos.
- In our Hong Kong office, we ran a suicide awareness session to help understand how to support young people and their mental health.
- As long-standing signatories of the Mindful Business Charter (**MBC**), we are committed to supporting and encouraging healthier workplace practices. As such, we have developed bespoke guidance to suit our environment, and highlight small changes that everyone can make to foster healthy and productive working practices.

Bring your child to work day

In August 2023, as part of one of our Families Community initiatives, we held our first Bring your child to work day in our London office for all employees and Partners. In collaboration with Employees Matter, the day was designed to provide the children of RPC parents and carers with an insight as to where their parents/carers work, and what they do! We welcomed 25 children between the ages of 6-12 for a fun-filled day where the children were able to take part in team-building activities, tours of the building, and the opportunity to create a podcast all about RPC. To create the podcast, the children had to create a name, a brand and most importantly of all, conduct several interviews in their groups with Partners and employees across the firm to find out more about their roles. At the end of the day, the children delivered a presentation to their parents and carers about what they learnt and were able to leave with their personalised t-shirts.

Children are often curious about their parents and loved ones' jobs so we wanted to provide a fun and informative day to help children better understand where their parents and carers work and what their job might involve.

The appropriately named RPC Kids: A podcast by kids, for kids has been a great success on our intranet and we're looking forward to running the day again!

"[My child] really enjoyed it and loved seeing where daddy disappears off to work!"

Case studies

Caring report

This year we embarked on an important piece of research to better understand the impact of caring responsibilities on those who work in the legal sector. Caring responsibilities can take shape in a number of forms, from childcare, to eldercare, to caring for a loved one with a disability, and at some point, will impact everyone either directly or indirectly. In collaboration with The Next 100 Years and Law Care, we conducted a first-of-its-kind sector-wide survey as well as 1:1 interviews with carers at RPC to better understand how people were feeling and what they were experiencing and what more employers could do to support those with caring responsibilities.

The research uncovered some eye-opening statistics, with 77% of respondents stating that their mental health was significantly impacted by their caring role.

Additionally, 66% of respondents said their had either unpaid or no support at all and 73% of respondents had to take leave for caring responsibilities.

To read the full report, click [here](#):



Bring your child to work day

In August 2024, we held our first Bring your child to work day in our Bristol office following the success of the London day in 2023. Children are often curious about what their parents and loved ones' do when they go to work, and this day is designed to help children better understand what it is like to work at RPC and find out more about what their parents and carers do.

In collaboration with Employees Matter, we hosted a fun-filled day for children aged 7-11 where they had the chance to learn about the world of podcasting, from creating their

own brand and t-shirts, to interviewing their parents/carers and some others from across the firm to create a podcast, aptly named 'RPC Kids'.

Another thoroughly enjoyable day which was celebrated with a fantastic presentation and lots of goodies to celebrate.



Allyship Guide

This year we launched our Allyship Guide, a booklet designed to help provide top tips on how to be an effective and proactive ally. The guide was produced in consultation with all eight of our DEIB Communities, each feeding in some key themes that they felt important to signpost to everyone across the firm.



Unmind survey

As part of Mental Health Awareness Week in May 2024, we launched our first mental health and wellbeing survey with global health and wellbeing platform, Unmind. All of our people, across all of our offices, had the chance to anonymously complete the survey to share honest feedback about how they are feeling in relation to their overall health and wellbeing at work. The survey focused on eight key areas, touching on topics such as stress, leadership, overall mental health maturity, and broader social wellbeing.

We had a strong response rate to the survey with almost half of our people completing it. We are now working with Unmind to create some targeted initiatives and support based on the feedback from the survey, tailored to different teams, age groups and demographics across the firm.

Social mobility

We were thrilled to have ranked 26th in the 2024 UK Social Mobility Employer Index – an annual benchmarking and assessment tool for employers to see how we are performing in eight key focus areas, and how we compare to other organisations. This marks our sixth consecutive year featuring in the Top 75 Employers which reflects the fantastic progress that has been made across the organisation in this space.

We're looking forward to embarking on the next chapter of our social mobility activity in January 2025 where we will be teaming up with other law firms in Bristol and the University of West England to run UWE Futures, a dedicated work experience programme to provide students from low socio-economic backgrounds, or those from an ethnic minority, to access a paid work experience opportunity with some of our business services departments.



"I am extremely proud of the Social Mobility journey this firm has gone on since joining RPC 17 years ago. We now find ourselves in 26th position in the new Social Mobility Index, surrounded by household corporate names and some of the biggest employers in the UK. This is testament to the great work and commitment of many people at RPC. Whether it be those supporting our partnership and mentoring programmes with Jo Richardson Community School in Dagenham or those involved in the expansion in Bristol with our new interlaw work experience programme, so many people at RPC contribute to ensuring that we promote an equal playing field and give less privileged individuals an opportunity to showcase their talents".

James Wickes, Partner sponsor of Social Mobility Community



Training

Culture shock: workplace wellbeing and ethics training

This year we rolled out firmwide workplace wellbeing and ethics training in line with SRA standards and regulations. This training was delivered by our General Counsel, Head of Risk, Employment Counsel and our Compliance Officer Legal Practice (COLP) to provide a comprehensive and interactive session to highlight the importance of ethical workplace behaviours. This was mandatory training for all of our people and complements our existing 'Respect at Work' training that focuses on inclusive working practices, equality law concepts and bias awareness.

Inclusive leadership training

As part of our commitment to professional development and creating an inclusive workplace, we have introduced a new training programme for all managers and those with management responsibility, including new Partners. The programme not only helps individuals better understand their management style and how to adapt to increasing demands, but also explicitly focuses on inclusive leadership, ensuring that our managers are equipped to identify and support the differing needs of their team members. This is gradually being rolled out across the firm to ensure everyone in a management role has access to the training.

Mission Include

In addition to our internal Reciprocal Mentoring Programme, we are proud to be part of Mission Include, a cross-company mentoring programme aimed at supporting individuals from underrepresented backgrounds. Mission Include is delivered in partnership with multiple leading DEI campaigns, including: The 30% Club, Change the Race Ratio and Age Irrelevance. The programme allows our people to be either a mentor or mentee and be expertly matched with a partner from a different organisation helping to expand their network and further their career development.

Unmind managers training

All managers and those with management responsibility have access to bespoke mental health support for managers via Unmind. This self-directed learning provides training to help managers better understand how to support the health of their teams, as well as how to support their own mental health to ensure they are role-modelling positive mental health practices in the workplace.



Early talent

We work with a number of different organisations, such as Rare, Aspiring Solicitors and Bright Network, to ensure we

are consistently reaching and considering a more diverse range of candidates through our application and recruitment processes.

We have used **Rare's contextualised recruitment tool since 2015** to help us access more diverse candidates for our apprentice and training contract opportunities.

68%

of our 2024 Summer Scheme students were Aspiring Solicitors members, leading to RPC winning 'Best Vacation Scheme Performance' at the 2024 All Star awards. We also co-host an annual

'HeadStart' insight day with AS for all of the firm's incoming summer scheme students in order to equip them with knowledge and skills to help them to reach their potential during the scheme.



RPC is a Partner Sponsor of **The British & Irish University Commercial Awareness Competition (BIUCAC)** which is designed exclusively for students from non-Russell Group universities with the aim of allowing them to showcase their talent to leading law firms.

10

We currently have **10 legal apprentices (seven solicitor apprentices and three paralegal apprentices)** based in Bristol. Due to the programme's success, the firm is expanding the programme to London with the first intake due to join the London office in September 2025.



We have worked with Aspiring Solicitors (**AS**) since 2018 and were founding members of the Aspiring Solicitors Foundation. Aspiring Solicitors works to increase diversity in the legal profession through workshops and programmes

aimed at students from underrepresented backgrounds. We are involved in AS's annual 'Elevate' programme which was designed to attract, engage and develop talented Black (and mixed Black) heritage AS members in their first year of university.



In addition to our legal apprentices, we also have **seven business services apprentices** across the business.



We work with **Bright Network, an organisation that connects aspiring solicitors from diverse backgrounds with employers.** In 2024 we attended Bright Network's 'Diverse Legal Leaders' and 'NeuroDiverse Leaders' events in addition to Bright's FESTIVAL careers fair.



We apply an **'anonymous' recruitment approach** within Early Talent so that personal background and demographics details are removed for all interviewers prior to assessment to help ensure objectivity and remove any bias within our processes.



Online experience programmes

Forage

We run a virtual job simulation with Forage aimed at university students. The programme is self-paced and allows us to provide valuable work experience opportunities outside of our office locations in the UK, reaching social mobility cold spots across the country, and providing students who might not have access to opportunities with the chance to learn more about RPC. The interactive programme gives students the opportunity to undertake hypothetical tasks, compare their work with model answers and receive a certificate of completion at the end.

Connectr

We also run a virtual experience programme with Connectr which can be tailored towards both school and university students. It enables participants to reach out to trainee and apprentice mentors at the firm and to develop soft skills that are beneficial for a career in law.

In our time working with Forage, we have enabled **5,326** individuals to complete the programme and gain valuable work experience. Within that population:

61%

of students attended a non-fee paying/state school, and

42%

were the first generation in their family to attend university.

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.



To support health and wellbeing we have a number of benefits available including private medical and dental insurance, Check4Cancer, Know your Numbers health checks, online exercises, gym subsidies and additional ad hoc health services throughout the year, such as flu jabs and mole checks. Our private medical insurance also includes trans healthcare provisions and neurodiversity screening options for all our people. In addition to our overall benefits package, we have several platforms available to further support our people on demand, available through our intranet, via apps and online such as:

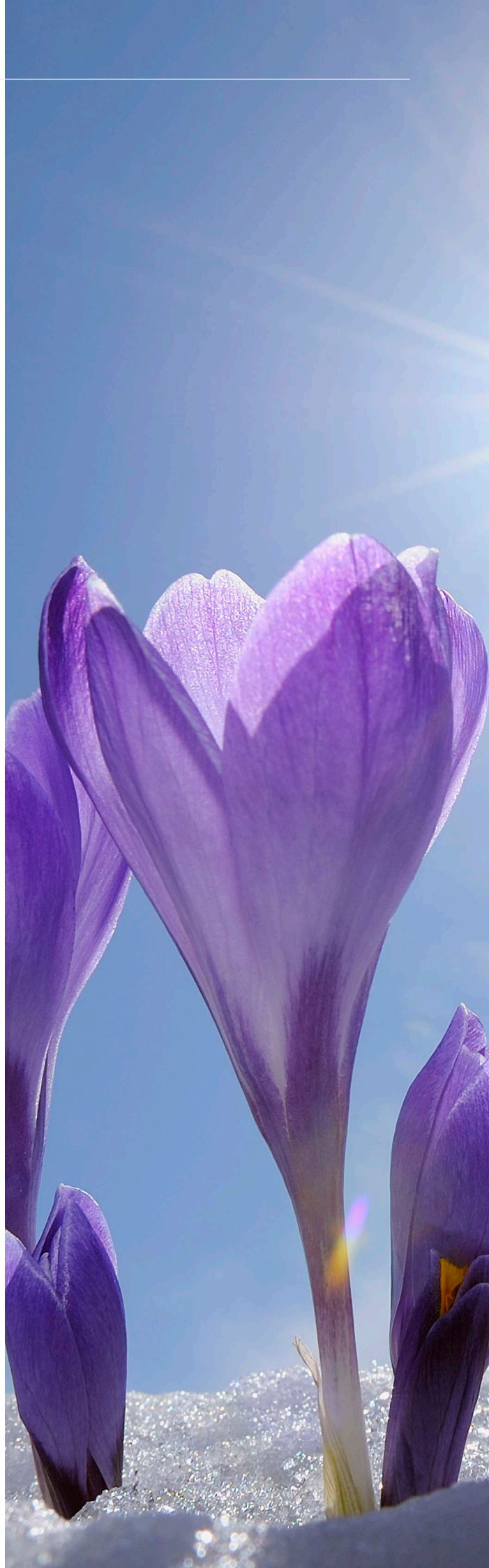
Unmind

Clinically backed tools for proactively nurturing your mental health including access to:

Unmind Talk, which provides our people with access to a global network of accredited therapists and clinical psychologists. All of our people are entitled to 12 free sessions with a therapist of their choice at a time that suits them.

Unmind Elevate, a platform full of resources to help with any health and wellbeing needs – this includes training and on-demand resources via the Unmind app to help support in a range of topics from overall mental health, sleep, nutrition, stress and more.

Nova, Unmind's AI Coach – there for quick support to answer mental health and wellbeing questions, and signpost support.



It's been great to see the development of our health and wellbeing activity this year. It has been incredibly rewarding to have been involved in the implementation of Unmind and Employers for Carers, two incredibly useful platforms which offer invaluable support to our people. It has been particularly encouraging to see how many people engaged with our first dedicated health and wellbeing survey, which has provided us with real insight into how our people are feeling to ensure we can accurately reflect and act upon this in our wellbeing strategy.

Rachel Euripides,
Responsible Business Manager

Employee assistance helpline

24/7 confidential helpline, counselling and online resources to provide support and advice on any workplace or personal issue.

Work+Family space

Backup child, adult and elder care plus nursery discounts and a wealth of resources and advice such as 'Speak to an Expert' for questions about care or dealing with emotional, parenting, or work-related issues.

Mortgage clinics

Buying a property can be stressful – whether you are a first time buyer, looking to re-mortgage or purchase an investment property our partner mortgage broker Charles Cameron & Associates offers support and advice on any aspect of the mortgage process for our people.

Work|Life Central

Access to live and on-demand content such as talks, interactive workshops and support groups, blogs and expert articles.

Peppy

Support for fertility, pregnancy and early parenthood, menopause and men's health. Provides our people with access to expert practitioners and 1-1 video consultations.

LawCare

All employees at RPC can access free, confidential, emotional support through LawCare online or on the phone throughout the working week. Support is not only available for lawyers, but business services and concerned family members as well.

R;ppl

We were the first law firm to introduce R;ppl to our systems. R;ppl is a suicide prevention software, aimed at redirecting a person to supportive resources should they search for harmful content online. We were delighted to have received the Mental Health Initiative of the Year Award for our work with R;ppl at the Women and Diversity in Law Awards.

Employers for Carers and Jointly

All of our people can access the Employers for Carers platform, and the associated app Jointly. These platforms provide support and information that is practical, helping those with caring responsibilities navigate some of the emotional, financial and logistical challenges of caring. The Jointly app, developed by Carers UK, makes caring easier, less stressful and more organised by helping centralise communication and care plans.

Pro Bono

Our Pro Bono activity is coordinated by our Pro Bono Committee which is made up of Partners, Associates and Trainees across the Firm, and supported by a number of individuals from our business services teams. The Committee works together to

find exciting opportunities for our fee-earners to get involved in. All of our fee-earners have equivalent chargeable hours, per financial year, to spend on pro bono activity in addition to the time they can spend on wider Responsible Business activity.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Launch It

We are the official legal partners for Launch It, a charity that supports young entrepreneurs from disadvantaged backgrounds start a business through the provision of workspace, mentoring and training. Our lawyers 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 start ups, employment law and customer services. RPC also provides a pro bono legal advice service where, after the workshops, we answer a discrete number of follow-on questions from the young entrepreneurs.

Justice Without Borders

Our Hong Kong office has partnered with Justice Without Borders (JWB) for a number of years to provide legal advice and services to victims of labour exploitation and human trafficking in the region. Our work includes providing training and ad hoc legal support to migrant workers who face challenges accessing justice, as well as Hong Kong corporate governance advice to JWB itself. Through this relationship, our Singapore office has also partnered with JWB, extending the range of our work with them.

17 PARTNERSHIPS FOR THE GOALS





LawWorks and Pro Bono Connect

RPC is a member of the solicitors' pro bono charity, LawWorks, an organisation that connects law firms with individuals, charities, and NGOs that require pro bono legal assistance. Our UK-based lawyers provide pro bono advice to members of the public on matters of consumer, debt, and employment law through a LawWorks platform called 'Free Legal Answers'. The LawWorks also allow us to access opportunities available via Pro Bono Connect, an organisation that connects barristers acting on pro bono cases in need of support with solicitors.

Unseen

RPC regularly acts upon referrals from Unseen, a UK charity which provides safehouses and support in the community for survivors of trafficking and modern slavery and runs the UK Modern Slavery & Exploitation Helpline.

After Exploitation

RPC has supported After Exploitation, an organisation which uses Freedom of Information requests and investigative methods to find hidden data on modern slavery which is of benefit to researchers, survivors, advocates and journalists, with advice on issues related to the engagement of experts with lived experience. After Exploitation also works to try and bring the national conversation to the needs of survivors and the responsibility of governments, companies and agencies to identify victims. We were supported in this work with guidance from Osborne Clark, our partners in immigration law matters.

Liberty Human Rights Information Line

This year RPC lawyers continued to support Liberty's Human Rights Information Line (HRIL), through which they provided free legal information in response to questions about public law and human rights law within England and Wales. Calls to Liberty typically cover a wide range of issues from immigration, industry blacklisting and police powers to surveillance, and disability rights. RPC's volunteers helped to staff the HRIL on a monthly basis. Unfortunately in October 2024, the advice line sadly closed. One of our volunteers reflects on her experience to highlight the importance of pro bono work:

I have volunteered on the Liberty Advice Line off and on for nearly 20(!) years, and always found it an incredibly rewarding experience. I started doing it as an NQ on the basis that I could no longer say 'but I don't know anything' (even if that was still true). I was really nervous at first, but Liberty were fantastic in helping me thread my way through the conversations with a huge variety of clients. Sometimes difficult facts needed to be untangled, sometimes complex areas of law needed to be explained, sometimes clients' emotions overwhelmed them and occasionally clients just wanted to talk. Any call could turn out to be intellectually stimulating, gut-wrenching or simply hilarious. I learned a lot about listening and identifying relevant facts to solve a problem – and also that there is a huge amount of unmet legal and social need in the wider country. Making a dent in that, however small, was a privilege.

Davina Given, Partner

Working with our clients

Work Couch

Brought to you by our award-winning employment team, The Work Couch is a podcast dedicated to exploring topics that relate to employment, equality and engagement. The podcast focuses on areas of DEIB and how these intersect with the world of employment law from both the employer and employee perspective. Over the last year, we have worked closely with The Work Couch team to support the lived experiences that feature in many of the podcasts, most recently collaborating as part of our Black History Month activity to speak with 5 X More, a charity which shines a spotlight on Black maternal health and the shocking statistic that black mothers were (at their highest) five times more likely to die during childbirth.

"It is a privilege to host The Work Couch, which we have purposefully designed to amplify the voices of those with lived experiences to allow us to explore employment law challenges holistically, as well as shine a light on the firm's wider cultural values that we are so proud of. The role of empathy and story-telling is a crucial ingredient in our DEIB work. A particularly poignant example can be heard in our recent mini-series on neurodiversity. As one of our panel guests Alice De Coverley, barrister at 3PB Chambers, so articulately described when asked about the impact of a late diagnosis: "It's like learning the plot twist at the end of the book and then re-reading that book with a new and fresh understanding of who you are and who you have always been".

Ellie Gelder, The Work Couch host/Senior Editor



UN Foundation Round Table

In January 2024, we co-hosted a roundtable event with the United Nations Foundation (UNF) entitled "Driving ESG Impacts: Exploring Gender Equality as a Sustainable Business Imperative," led by our ESG partner Kelly Thomson and UNF's Michelle Milford Morse. The event brought together leaders from major companies to discuss gender equality as a key factor in achieving the UN's Sustainable Development Goals (SDGs). Discussions emphasised the need for greater transparency, regulatory compliance, and policies supporting women's retention in the workforce, while highlighting the importance of global strategies tailored to local cultures. Participants also addressed the challenges of open dialogue on gender issues, proposing solutions such as a shared glossary for inclusive language. The event reinforced the idea that gender balance enhances decision-making, well-being, and overall business sustainability, urging brands to become advocates for change.



BRC Conference

Following the success of last year's event, we were thrilled to host our second diversity and inclusion conference, "Unlocking Opportunities with a Diverse Workforce," in collaboration with the BRC at our London office. The event featured keynote speakers, including Mark Ash, Tskenya Sarah Frazer and Trevor Sterling, who discussed strategies for unlocking diverse talent and the potential costs to businesses of not doing so. Attendees participated in activities exploring how the BRC D&I Charter pledges could be met, and Matt Gupwell shared insights on neurodiversity from his personal experiences with ADHD, autism, and dyslexia. The day also included live panel discussions, myth-busting sessions, and networking with over 60 representatives from brands in addition to charities, Auticon and Forward Trust, who showcased their work during the event, making it a truly impactful day for all involved.

Extending our DEIB Communities

Over the last year we have collaborated with some of our clients on key awareness-raising initiatives and ongoing programmes to bring our employee resource groups together. We regularly collaborate on social mobility activity, hosting joint speed-networking opportunities and shared panel events to give students an insight into the different ways in which law can intersect different industries.

Additionally, we work with a number of clients to collaborate on speaker events available to all of our people, to highlight important areas of focus for both us and the client. More recently, this has included our focus on disability, and shining a spotlight on invisible disabilities and neurodiversity as well as caring responsibilities.

Roundtables with Tomorrow's Company

Patrick Brodie (Partner, Employment, Engagement and Equality RPC) and Mark Goyder, Founder of Tomorrow's Company, have hosted a series of roundtables featuring economists, along with representatives from ten key frameworks for responsible business. The goal: to deepen mutual understanding, find alignment, and empower people to make informed choices about the companies they support. This collaborative effort aims to reshape business standards, addressing the urgent, interconnected crises facing current and future generations.

Retail Compass Live

RPC hosted its annual Retail Compass Live! event in October, with leading stakeholders from across the retail and consumer sectors gathering to explore the latest in ESG practices. Attendees, including representatives from top UK retail and consumer brands, engaged in discussions on how companies are embedding ESG into operations, going beyond compliance to truly live their values. The event featured roundtable discussions on legal developments like the EU's new deforestation and accessibility rules, as well as sessions on GenAI's copyright implications. A highlight was a fireside chat with Jonathan Neame, CEO of Shepherd Neame, on the role of heritage in advancing ESG, followed by a panel discussion on the power of collaboration in sustainability, featuring Katie Horn, RPC's Senior Responsible Business and Environment Manager alongside other experts from the field.

ESG Advisory

RPC's Environmental, Social, and Governance (ESG) service provides comprehensive support for businesses aiming to integrate ESG practices. Their expertise spans corporate ESG strategy, regulatory compliance, risk management, cultural transformation, and litigation. RPC offers guidance in sustainable reporting, green product compliance, and risk mitigation, alongside investigation and dispute resolution support. They also assist in ESG-centered transactions and provide leadership training. The multidisciplinary team tailors solutions to each client's needs, helping them meet regulatory standards, achieve long-term sustainability, and address reputational challenges.

Ethics and governance

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 COMBINE WITH PEX
to deliver the annual partner review which sets
Partners' individual remuneration levels



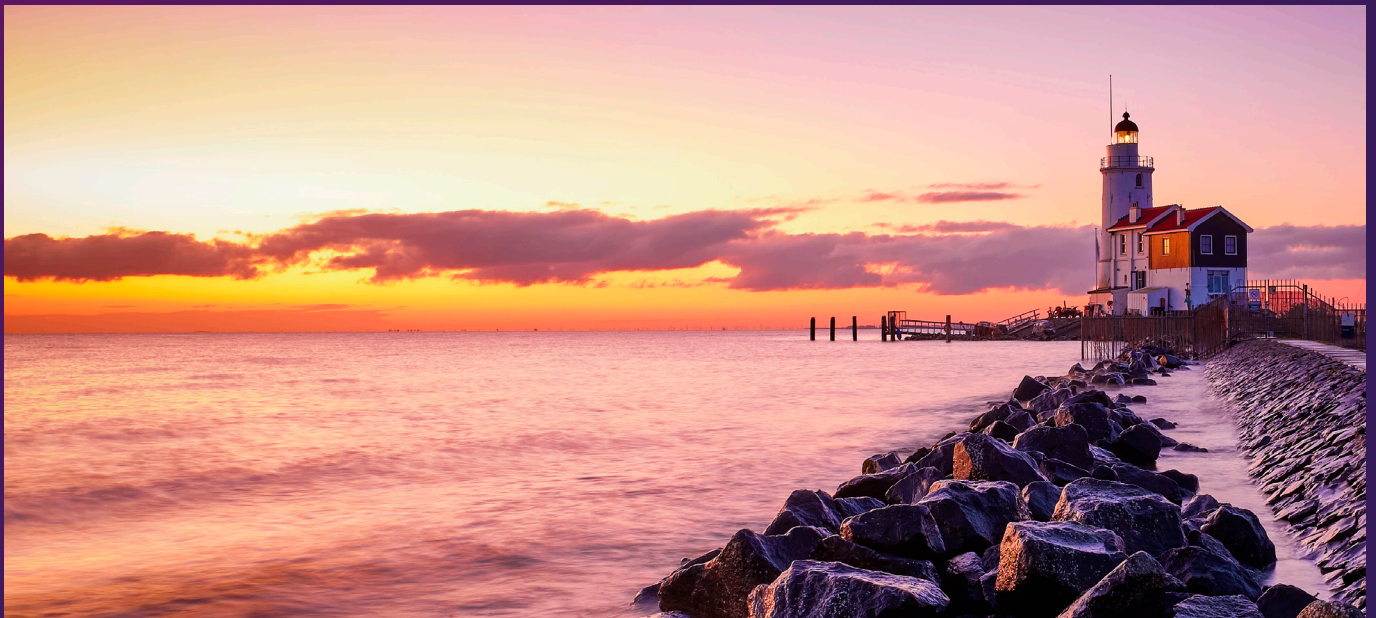
TO ADOPT BUDGETS
and monitor use of the
firm's resources



TO BE AWARE
of the needs and aspirations of the
firm's Partners and employees.



TO COMBINE WITH PEX
to propose the appointment
of new Partners



The Executive Committee focuses on operational matters and comprises the leaders of the Business Services departments (eg People, IT, Brand, Client Services, etc) and chaired by the Chief Operating Officer. Key information is then fed back to PEX via various reporting routes. 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 Responsible Business team sits within our Risk and Compliance team as well with the Head of Responsible Business reporting to our General Counsel. This is because Responsible Business is viewed as a central priority for the firm and ultimately a part of its governance and compliance.

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.

Gender balance

We previously committed to a target of 30% women in the Partnership which we successfully met in 2022. We currently have 40% women on our Partnership Executive Board and 75% women on our Directors' Executive Committee.

We now have set a new objective to reach gender parity in the Partnership as soon as possible. We continue to work with our DEIB Gender Community, our People team and senior leaders across the business to drive progress in this space and continue to embed the principles of RPC's Gender Balance Plan.

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, data protection, whistleblowing, information security, IT, anti-money laundering, conflicts of interest and supply chain accountability.

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.

Modern Slavery

RPC is opposed to all forms of modern slavery and human trafficking. It has a severe impact on the individuals subjected to it and on wider society generally. RPC recognises that this is a global issue and takes steps to ensure its policies and controls are implemented across all its offices worldwide.

RPC is committed to adhering to the strictest ethical behaviour and standards in all our business dealings. We recognise that we have a moral duty to do all we can to act transparently in this area and we work to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We strive to raise awareness of modern slavery issues generally through our various workstreams, initiatives and training both internally and externally and aim to conduct all our

business dealings in an ethical and transparent manner. For more information, please see our Modern Slavery Statement: <https://www.rpclegal.com/footer/modern-slavery-statement/>

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 environmentally-focused businesses.

Standards and certifications

To ensure we are remaining ahead of the curve in all areas of Responsible Business, we have partnered with and contribute annually to a variety of external benchmarking and ratings platforms. In addition to the environmental platforms we work with, every year we submit our activity to EcoVadis which assesses us in a number of categories such as environment, labour and human rights, ethics and sustainable procurement. We were thrilled to receive a Silver Award in our first submission year in the medium company category followed, more recently, by a Bronze Award in the large company category. It is a testament to all of the work we have done and continue to do in the Responsible Business space.

We have also partnered most recently with Lamp House Strategy, a platform that assesses Responsible Business activity but primarily focuses on the legal sector. This provides us further insight and benchmarking in a sector-specific way.

Closing quotes

It's been another incredible year of Responsible Business activity and progress. The firm continues to go from strength to strength as the breadth of this report will reflect. And as a further testament to our commitment to more sustainable business practices we were honoured to receive the 'Responsible Business of the Year' award at the 2024 Women & Diversity in Law Awards. The people across the firm who are so dedicated to the work that we do in relation to the environment, DEIB, charitable work in our communities and providing legal advice to some of the most vulnerable members of our society continues to astound me.

This year has had some real highlights for me personally – we set our Net Zero targets and officially kicked off our partnership with the Science Based Targets Initiative, the gold standard in carbon emissions data validation and reporting. Together with Next 100 Years and LawCare, we published our first-of-its-kind research looking at the impact of caring responsibilities on people working in the legal sector. Caring responsibilities is often an overlooked demographic but such an important one as caring is truly universal and intersectional. We now look forward to further supporting our carers at RPC with enhanced Carer's Leave and new tools and resources through our partnership with Carer's UK and their Employers for Carers programme. And finally, walking in London Pride with charity, SeeAbility, enabling their service users to participate in the parade for the first time, fully embracing their true selves, was such an extraordinary experience for us all.

I am so proud to reflect on our journey to date and so excited to see what's to come.

Rachel Pears, Head of Responsible Business & Employment Counsel

I can't quite believe this is already our third responsible business report but it's incredible to see on paper all the collective progress we've made. We continue to put our people, our clients and our communities at the centre of our ESG strategy – testing ourselves to be bold, holistic and long-term in our thinking and impact. Our own responsible business journey informs and enhances our ESG client advisory services and we were thrilled to launch our advisory services webpage this year, showcasing the breadth of our expertise and all the amazing ESG-flavoured advisory projects we work on with clients. One particular highlight this year was our EMEA roundtable with the United Nations Foundation and our clients where we focussed on how the private sector can move the dial on gender equality. And being named Responsible Business of the Year was a real testament to the hard work and commitment of so many people across the firm and, in particular, the expertise and energy of our brilliant Responsible Business team.

Kelly Thomson, Partner



