

Conscience

Mayer Brown is aware of the responsibility it has to the community in which it operates and encourages all staff who get involved in CSR activity through charity and pro bono work. The firm is also committed to helping the environment and reducing its carbon footprint.

Mayer Brown UK Corporate Social Responsibility Policy

Mayer Brown is one of the world's leading international law firms, with 1,800 lawyers operating in 21 major cities worldwide. Mayer Brown has an established commitment to serving the local communities in which it operates, having adopted formal pro bono and community programmes and appointed dedicated partner level co-ordinators since the late 1990s. Today, the firm continues to build upon this commitment, expanding its domestic and international pro bono and community work year on year. In 2008, Mayer Brown lawyers worldwide spent over 60,000 hours on legal pro bono work alone.

“The firm recognises its obligation to involve itself in the community. We are pleased that our people have an ever increasing enthusiasm to do so, and we embrace it.”

Sean Connolly
London Senior Partner

Award Winning

Some of the more recent CSR awards and commendations received by Mayer Brown:

- ‘Best Contribution by a Law Firm’ from LawWorks in 2006 (UK).
- Southern Center for Human Rights 2007 Frederick Douglass Human Rights Award, and the National Legal Aid & Defender Association’s 2007 Beacon of Justice Award for work on the Guantánamo detainee litigation (US).
- Recognition by Stonewall and the Black Solicitors’ Network for work on diversity (UK).
- ABA Death Penalty Representation Project’s 2007 Exceptional Service Award for the firm’s commitment to representing death row prisoners (US).
- Highly commended for diversity issues and commended for a new mediation advice clinic at the RCJ Advice Bureau in the FT Innovative Lawyers Survey 2008 (UK).

- Distinguished Service Award from the Chicago Volunteer Legal Services Foundation in 2008 in recognition of the firm’s work in the pro-bono community (US).
- National Law Journal Pro Bono Award for work with “The List Project to Resettle Iraqi Allies” 2008 (US).

The firm’s primary concerns are to provide clients with first-class legal advice, and to help all its staff to achieve their potential. The firm also believes it has a responsibility towards the communities in which it works and in particular assisting those who are disadvantaged. Mayer Brown believes in a more inclusive society, with equal opportunities and access to justice, underlying its employment policies and pro bono/community initiatives. Additionally, the firm is keen to maintain and develop environmental policies which counter any negative impact it may otherwise have.



Mayer Brown cyclists raised almost £50,000 for Richard House Children's Hospice on their London to Paris sponsored bike ride

Diversity

The Partnership values a work environment where diversity is embraced and people treat each other with mutual respect and dignity. The firm also believes that diversity is crucial to its continued success as one of the world's largest law firms, enabling it to attract and retain employees from a large talent pool and build an increasingly worldwide client base.

Our policy is to treat all partners, employees, potential recruits, contractors, clients and suppliers fairly, regardless of their gender, sexual orientation, race, ethnic or national origin, religious belief, disability, family status, nationality, colour or age. We are committed to equal opportunity in all aspects of the employment relationship and the firm opposes all forms of unlawful or unfair discrimination.

The firm is proud of its achievements in the past couple of years and, as part of its commitment to diversity, has implemented many initiatives in this period. Some of these include:

- Diversity and Respect at Work training – since its roll out in 2007, 95% of all partners and employees have participated in this training, which was delivered by an external consultancy specialising in diversity.
- Appointment of a dedicated Diversity and Inclusion Manager.
- Diversity monitoring – a comprehensive diversity audit of partners and employees in our London office was conducted in late 2008, to enable the firm to take a more proactive approach in monitoring diversity and to allow us to better ensure our policies are working.

- Increasing the accessibility of opportunities available at Mayer Brown – the firm continues to work with many external organisations, to promote awareness of opportunities to students and others from diverse backgrounds. The firm submitted its first entry to Stonewall's Workplace Equality Index in 2009 and continues its work with Employability, an organisation which works with undergraduates with disabilities, by offering a number of places on our work experience programmes to candidates referred by Employability.
- Maternity and Paternity coaching – the firm introduced maternity coaching in 2007 and is now extending this programme to include sessions for new and expectant fathers.

Environmental policy

Mayer Brown is sensitive to environmental issues and is proactive in reducing the impact of its operations on the environment. The firm has introduced best practice policies (e.g. regarding printing documents) to reduce its carbon footprint, and waste is streamed and weighed with the aim of recycling most of it.

The firm's premises at 201 Bishopsgate has an "excellent" BREEAM (environmental assessment) rating, which is the best rating obtainable, and was short listed for an award in the Tackling Climate Change Category in the Sustainable City Awards. The building has a highly specified façade coupled with extensive heat recovery equipment and an efficient cooling plant to keep emissions to almost 50% below average. Escalators and taps use sensors to ensure they only activate when needed, whilst the lighting control system has automatic presence



Energy efficient building facade at Mayer Brown's London office helps to keep emissions to almost 50% below average.

detection and perimeter dimming to match daylight levels. The “green roof” holds back the flood of rainwater into London’s sewer system, provides a habitat for wildlife, reduces solar gain and enhances insulation.

Among the many environmental initiatives associated with the firm’s catering, the caterers use recycled napkins, offer biodegradable boxes, have sought to choose suppliers that are already delivering to the area and, for our coffee, have chosen a bean that is fairly traded.

Pro bono work

The firm believes that there should be access to justice regardless of social or financial status, and our lawyers have provided legal advice and assistance without charge to charitable organisations and individuals who cannot afford such help for many decades. The firm’s pro bono policy encourages lawyers to undertake pro bono work, and stipulates that it should be undertaken to the same professional standards as for any other client of the firm. Mayer Brown is a signatory to the UK Joint Protocol for Pro Bono Work, and its policy provides that for work to qualify as pro bono, the following criteria should be met:

- The work should assist in protecting or establishing some legal or moral right, correct an injustice or be in the public or community interest.
- It should fall broadly within the professional expertise of the firm.
- It should match the skills and interest of the lawyers engaged in the project.

- There should be sufficient resources to undertake and complete the project as if it were work for any other client.
- The work must not create a conflict of interest with existing clients or be contrary to the firm’s business planning.
- The work must not be so dedicated to a religious, political or sectarian point of view that it runs the risk of offending a significant number of the firm’s members.
- The client should normally be a charity or other non profit making organisation, or an individual or group of individuals who cannot afford the legal advice or assistance needed.

Pro bono work at Mayer, Brown is overseen by a global committee comprising representatives from each office. Day-to-day responsibility rests with the Director and Assistant Director of Pro Bono Activities, Marc Kadish and Marcia Maack, in the US, and in Europe with the EU pro bono sub-committee, chaired by UK Pro Bono Partner, Julie Dickins.

Examples of UK pro bono activities:

- Undertaking both contentious and transactional cases for a wide variety of charities and community groups as well as individuals, often referred by charitable organisations with which Mayer Brown is in relationship, such as LawWorks and Advocates for International Development.



Mayer Brown Wears Red for Richard House

- Advising at law clinics such as the RCJ Advice Bureau and Islington Law Centre, and at a dedicated mediation advice clinic set up together with LawWorks and the RCJ Advice Bureau.
- Representing Justice in their intervention in the House of Lords case of *R Corner House v. Serious Fraud Office and BAE Systems plc* in 2008.

Examples of US pro bono activities:

- Assisting in the Guantánamo detainee litigation.
- Trial and appellate work including death row appeals.
- Affordable Housing Program.
- Immigration, adoption and prisoners' rights cases.

Community work

The firm's main non-legal community initiative is a reading, numeracy and French scheme with Malmesbury Primary School in Tower Hamlets, London. In Autumn 2004, the scheme won a Tower Hamlets Education Business Partnership Award. In addition, since January 2005, Mayer Brown has been running 'legal literacy' classes at Morpeth Secondary School, also in Tower Hamlets, in conjunction with BPP Law School and now with Kaplan Law School as well. Pupils have also visited the London office for work experience and talks about becoming a lawyer, with feedback from all groups being very positive.



The Mayer Brown team lining up for the London Legal Walk to raise money for legal advice agencies

Charitable giving

In the UK over 40 charitable organisations were supported by Mayer Brown in 2008. Requests for financial support are considered from charities within one or more of the following categories:

- Legal charities.
- Educational charities.
- Charities with a focus on social welfare, particularly appertaining to children.
- Charities connected with our pro bono and/or community schemes.

The firm regularly sponsors members of staff and encourages fundraising for charitable causes. There is a payroll giving scheme enabling employees to make donations in a tax-efficient way (with all administrative expenses handled by the firm).

Each year, the firm also selects a 'Charity of the Year', endeavouring to give to a diversity of different causes. In the last three years we have supported the following organisations:

- 2008 - Groundwork London
- 2009 - Richard House Children's Hospice
- 2010 - Epilepsy Action

For more information about the firm's CSR policy, please see our website, www.mayerbrown.com, or

Talk to us:

Julie Dickins

+44 20 3130 3696

jdickins@mayerbrown.com

About Mayer Brown

Mayer Brown is a leading global law firm with offices in major cities across the Americas, Asia and Europe. We have approximately 900 lawyers in the Americas, 300 in Asia and 450 in Europe. Our presence in the world's leading markets enables us to offer clients access to local market knowledge combined with global reach.

We are noted for our commitment to client service and our ability to assist clients with their most complex and demanding legal and business challenges worldwide. We serve many of the world's largest companies, including a significant proportion of the Fortune 100, FTSE 100, DAX and Hang Seng Index companies and more than half of the world's largest investment banks. We provide legal services in areas such as Supreme Court and appellate; litigation; corporate and securities; finance; real estate; tax; intellectual property; government and global trade; restructuring, bankruptcy and insolvency; and environmental.

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