

# 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 among the largest law practices in the world, with approximately 1,800 lawyers operating in 21 major cities worldwide. When its legacy firms combined in 2002, there was an established commitment to serving local communities, with both firms having adopted formal pro bono and community programmes co-ordinated by partners by the late 1990s. Today, the firm continues to build upon this commitment, expanding its domestic and international pro bono work progressively. In 2006, Mayer Brown lawyers worldwide spent 51,791 hours on legal pro bono work alone.

“Best Contribution by a Law Firm”  
LawWorks, 2006

“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.”

## Award Winning

Below we list some of the pro bono awards received by Mayer Brown over the past few years:

- ‘Best Contribution by a Law Firm’ from LawWorks in June 2006 (UK).
- ‘Center for Constitutional Rights 2006 Law Firm Award’ (US).
- The ‘North American South Asian Bar Association 2006 Outstanding Community Service Law Firm Award’ (US).
- ‘National Legal Aid & Defender Association’s 2007 Beacon of Justice Award’, (US).
- National Association for the Advancement of Colored People, 2006, Civil Rights Champion Award, (US).
- Recognition by Stonewall and the Black Solicitors’ Network for its work on diversity (UK).

London Senior Partner, Sean Connolly, believes that *“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.”*

The firm’s primary concerns are to provide clients with first-class legal advice and to help all staff to achieve their potential. The firm also believes it has a corresponding responsibility to integrate CSR into its business initiatives at all levels. Additionally, the firm is keen to maintain and develop environmental policies which counter any negative impact it may otherwise have.

## Diversity

Mayer Brown values and encourages diversity, mutual respect and dignity. The firm is committed to creating an environment where the best people want to work and have equal opportunity to

advance and succeed. We encourage individuals of different sex, sexual orientation, trans-sexuality, race, ethnic origin, religion, belief, disability, marital status, creed, nationality, national origin, colour and age to work together and help us excel as a fully integrated international law firm. The diversity of our staff is critical to our success as a global law firm in attracting and retaining the best lawyers and a diverse client base worldwide.

### Environmental policy

Mayer Brown takes environmental concerns seriously and is proactive in reducing the impact of its operations on the environment. The design of the firm's new premises at 201 Bishopsgate was awarded an "excellent" BREEAM (environmental assessment) rating, which is the best rating obtainable. The firm remains sensitive to environmental concerns as it moves into its new premises and is committed to reducing its environment impact.

### 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 face such barriers for many decades.

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 U.S. and in Europe with UK Pro Bono partner, Julie Dickins.

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.

Examples of UK pro bono activities:

- Advising charitable organisations e.g. via LawWorks' Community Groups scheme. In 2006 the firm was awarded (jointly with DLA Piper) the LawWorks Award for "Best Contribution by a Law Firm".
- Lawyers regularly attend law clinics such as the Royal Courts of Justice CAB.

Mayer Brown offices around the world work together on international pro bono projects. Some examples of our recent collaborations:

- US/UK offices providing pro bono advice and representation for athletes and sports federations before the Court of Arbitration for Sport at the Olympic Games in Athens.
- Assisting The Asian University for Women Support Foundation, which aims to establish a university in Bangladesh for young Asian women.
- Further information about our pro bono work can be found on the firm's pro bono website, [www.mayerbrown.com/probono](http://www.mayerbrown.com/probono).



Mayer Brown RCJ Advice Bureau volunteers, 2007

Mayer Brown is a leading international law firm with more than 500 lawyers in Europe, 1000 in the Americas and 300 in Asia. Working with many of the world's most sophisticated corporations and institutions, we provide our clients with local market expertise on a global basis.

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## Recent international projects

- London office advised the Reuters Foundation (the charitable arm of Reuters Group plc) on international and Iraqi law in relation to the establishment of an independent news agency in Iraq.
- Acting for the United Nations High Commissioner for Refugees (the international refugee agency set up by the General Assembly in 1950).
- Taking statements from Liberians in the UK for the Liberian Truth and Reconciliation Commission.

Mayer Brown has also worked in conjunction with other City firms to help found Advocates for International Development (“A4ID”), an initiative which came out of the ‘Make Poverty History’ campaign, spearheaded by Oxfam. A4ID is now engaged in matching legal expertise to requests from charities helping Third World countries.

(See [www.a4id.org](http://www.a4id.org) for further details.)

## 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. Pupils have also visited the London office

for talks about becoming a lawyer, with feedback from both year groups being very positive.

## 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).

The firm’s ‘Charity of the Year’ for 2009 is Richard House Children’s Hospice (see: [www.richardhouse.org.uk](http://www.richardhouse.org.uk))

For more information about the firm’s CSR policy, please see our website, [www.mayerbrown.com](http://www.mayerbrown.com), or

## Talk to us:

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