

MAYER | BROWN

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January 2021

Corporate Social Responsibility



INTRODUCTION



Corporate Social Responsibility (CSR) is a critical part of the fabric of the Firm. Our discrete CSR committees – Community Involvement, Charitable Donations, Diversity & Inclusion, Green and Pro Bono – work to understand the needs and priorities of our communities. Each year, we construct CSR programmes in a methodical and logical fashion, identifying where we feel we can make an impact for good in the world and immediately around us. When the community thrives, we thrive with it.



Billy Lam
Head of CSR



DIVERSITY & INCLUSION



At Mayer Brown we strive to create an environment where everyone can be their authentic self and bring their different perspectives and opinions to work. This makes for happier employees and clients.



Hong Tran
Head of
Diversity &
Inclusion
Committee

FAMILY
NETWORK

PRIDE & ALLY

RAW
RETAIN AND ADVANCE WOMEN

We believe different views and inclusive teams are what makes a law firm successful. A part of our diversity and inclusion initiative focuses on talent retention to ensure we hire, train and challenge the lawyers and staff of the highest calibre to excel. We provide our staff every chance to realise their potential regardless of race, religion, beliefs, ethnicity, national origin, gender, gender identity, age, disability or sexual orientation.

We share with our clients the belief that inclusive teams with diverse viewpoints and perspectives deliver solutions that are more innovative and robust. Our commitment to diversity and inclusion extends beyond our workplace into the legal profession and the wider community. Diversity and inclusion empower excellence, opportunity and positive change.



**THE FATHER
FACTOR –
BEING A DAD
IN TODAY'S
MODERN AGE**



**FAMILY
NETWORK**
**CHILDREN'S
LIBRARY**



**OPENING OF
CHILDREN'S
LIBRARY**



D&I: HONG
KONG PRIDE
RUN



“ENERGISED - MANAGING A
LAWYER’S MOST PRECIOUS
RESOURCE” WORKSHOP
PRESENTED BY SAMANTHA
THOMAS (VIA WEBINAR)



D&I: SILVER
SPONSOR OF
TEDXTINHAU



AWARDS/
ACHIEVEMENTS

- Gold Award for Excellence in Diversity and Inclusion at the Human Resources Distinction Awards 2019 (for the second consecutive year)
- Asia Recruitment Awards 2019: Silver Award
 - a. Best Diversity & Inclusion Strategy
 - b. Best Mobile Recruiting Strategy
- Code of Practice against Discrimination in Employment on the Ground of Sexual Orientation – voluntarily adopted

MEMBERSHIPS

Hong Kong Gay and Lesbian Attorney Network (HKGALA)

PRO BONO

2019

53% MORE
PRO BONO HOURS
BY ASIA LAWYERS



↑ 59%
INCREASE IN ASIA LAWYERS
COMPLETING MORE THAN
20 PRO BONO HOURS

2020

64% MORE
PRO BONO HOURS
BY ASIA LAWYERS



↑ 89%
INCREASE IN ASIA LAWYERS
COMPLETING MORE THAN
20 PRO BONO HOURS

Identifying NGO Needs with Targeted Projects Leads to Impactful Work

When Christian Action's Centre for Refugees approached us to assist with their Employability Programme, Mayer Brown responded to the challenge. Two years later, we have devoted over 560 pro bono hours, including seminars, to this worthy cause to ensure that successful USM claimants are able to work and provide for themselves and their loved ones.

Similarly, when COVID-19 started to affect NGOs in Asia, we responded accordingly. We provided a tailor-made webinar to address NGOs concerns in carrying out their corporate governance responsibilities amidst the social distancing rules and provided brief legal information for 30 minutes through our eClinic.



Bringing Mayer Brown Lawyers to the NGOs

Traditional pro bono approaches utilise various methods to source and match pro bono matters. But to meet internal pro bono demands, Mayer Brown lawyers met with NGOs to learn more about the NGOs' social and legal needs through the NGO Marketplace, in collaboration with PILnet Hong Kong.



The NGOs that participated represented a wide area of the community, with a wide range of pro bono legal needs. From reviewing contracts for new partnerships, internal manuals for staff and volunteers when working with the vulnerable population, comparative law research, legal analysis, drafting standard contracts with corporate partners and legal training for social works, this allowed lawyers to meet with NGO representatives to learn more about the NGOs' mission and legal issues. The inaugural NGO Marketplace in 2019 was named "Asian Pro Bono Initiative of the Year" at the 2020 Asia Legal Awards. A subsequent NGO Marketplace was also held in 2020.

Awards

- 2019 Gold Law Firm Award from The Law Society of Hong Kong
- 2019 Improvement Award from The Law Society of Hong Kong
- 2019 Distinguished Community Service Award from the Law Society of Hong Kong
- Chambers D&I Asia Pacific 2020 – Outstanding Pro Bono Programme – International
- 2019 and 2020 Asia Pro Bono Initiative Award at the Asia Legal Awards
- 2020 Silver Law Firm Award from the Law Society of Hong Kong
- 2020 Distinguished Pro Bono Law Firm Award from the Law Society of Hong Kong



Our pro bono programme forms a natural partnership between the organisations we work with and our legal skills. This partnership creates a long-lasting impact where everyone wins.



Menachem Hasofer
Co-Head of Asia Pro Bono Committee

COMMUNITY INVOLVEMENT



Mayer Brown thrives when our communities thrive. Our commitment amounts to nothing when compared to the visible impact of a successful initiative on the communities we work with.



Jacqueline Chiu
Co-Head of Community Involvement Committee

Being involved in the community can occur in many different ways. From fundraising for those in need to donating time and skills to people who would welcome a helping hand, our staff are always willing and able to help.

Elderly Community

Our Firm proudly supports local NGOs that address the needs of the elderly population. We partnered with the Big Silver Community whose aim is to empower the elderly, build an age-friendly society and prevent social exclusion. As part of Big Silver's initiative to organise a series of community activities to inspire and mobilise civic participation in addressing the needs of the elderly, Mayer Brown staff visited the elderly who live alone in Sham Shui Po to promote the awareness of intestinal health. Big Silver is also one of the Firm's recipients of our charitable giving programme.





Low-Income Community

Continuing our community involvement work, our Hong Kong office held a donation drive to support the needy in the city, especially those older people who had difficulty getting supplies they needed because they lacked sufficient masks to go out and join long queues. Our generous staff donated approximately 1,000 masks, more than 700 bottles of hand sanitiser and bleach, boxes of pasta and other types of non-perishable food. Our long-term charity partner, Sunshine Action, packed these items into fortune bags and started distributing them on 9 April, eventually helping around 3,000 elderly people.



Award

10 Year-Plus Caring Company
from the Hong Kong Council
of Social Services

GREEN

The Green Committee is all about being a champion for environmental sustainability. Mayer Brown's goal is to be an eco-friendly work environment by reducing our environmental and carbon footprints. The Firm's Global Sustainability Policy has two prongs: global education and local action to implement sustainable business practices to effect positive change.

Education

Mayer Brown staff and family participated in a gardening event at WWF (World Wide Fund for Nature)'s Island House Conservation Studies Centre in Tai Po, in Hong Kong's New Territories. At the event, staff and their families learned the importance of conservation and plant biodiversity.



Staff also participated in soap recycling and preparing hygiene kits for Soap Cycling, an NGO that advocates for recycling and redistributing used soap and raising awareness of the often overlooked importance of proper daily hygiene. Staff scraped about 300 bars of soap and prepared 600 hygiene kits while learning about the importance of minimising waste, keeping the community clean and ensuring resources are sustainable.



Local Action

We also worked with Plastic Free Seas, a Hong Kong-based charity devoted to protecting marine environment, on its annual beach clean-up event for World Clean-up Day. Staff and family members rolled up their sleeves to clean a beach at Chi Ma Wan on Lantau Island, collecting a total of 15 bags of trash. Overall we have collected 75 bags of waste since participating in this event.



While not all unwanted items are thrown out, we often forget about the out-of-style shirt that is sitting at the bottom of our closet. Redressed Month Clothing Drive is an initiative that tackles the issue of waste within the fashion industry, including the negative impact of clothing production and over-consumption. Our Firm donated five large boxes of clothes, which were then sorted and re-distributed for resale at the Redress Educational Pop-Up Shop and reused by 20+ local charities.



Award

2020 Hong Kong
Green Organisation
(HKGO)



Membership

WWF Low-carbon Office
Operation Programme
(LOOP)

Conserving and reusing resources and materials has never been more important, as the world focuses on implementing plans to avoid environmental degradation. Making substantive progress requires everyone to take part. Our firm is stepping up to the challenge.

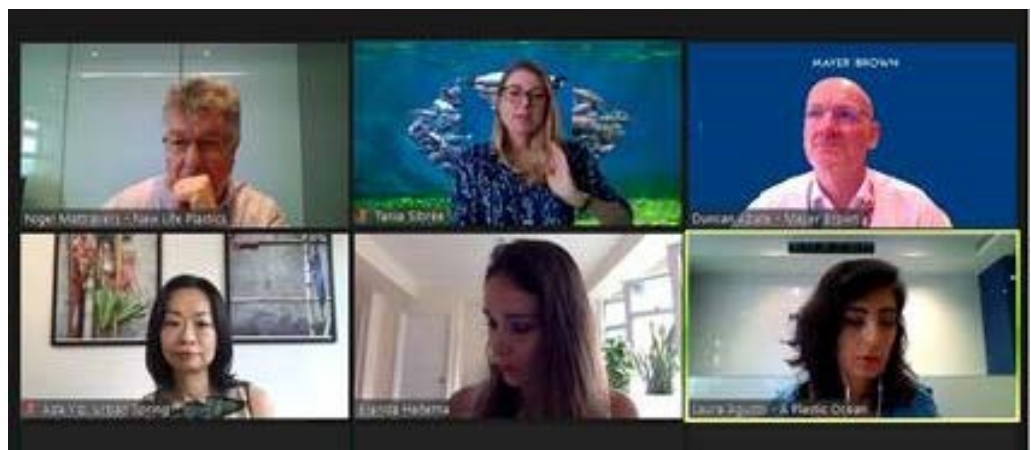


Woody Chang
Head of Green
Committee

Taking The Fight To Plastic Waste

Plastic waste may be an environmental scourge but we – individuals and corporations – can do something about it, otherwise we won't have the environment we have now for much longer. These were the words of one of the panellists at a Mayer Brown webinar.

Attendees at the "Confronting the Real Enemy of Our Time - Plastic Waste" webinar in September 2020, which was hosted by **Duncan Abate**, an Employment partner in Hong Kong and a member of the Global Management Committee, heard from five speakers from industry, social enterprise and a financial institution about how their organisations were working not only to raise awareness about unsustainable uses of plastics, but to do something about it.



Top Row (L to R):

Nigel Mattravers, Joint Venture Representative of New Life Plastics

Tania Sibree, Associate General Counsel for HSBC Banking & Markets

Duncan Abate, Partner

Bottom Row (L to R):

Ada Yip, CEO of Urban Spring








Brenda Haitema Arjona, of First Mile, specialises in waste reclamation supply chains

Laura Augusto, Campaigner for A Plastic Ocean Foundation

CSR TIMELINE

2019

Q3

-  Little Gardener at Island House
-  Seminar on Setting-up a Charity
-  Big Silver Community – Elderly visit
-  “The Gender Equality Advantage” panel discussion
-  Data Privacy Seminar for NGOs
-  Seminar on Employment Permission for USM Claimants
-  Beach Clean-Up

Q4

- Get Redressed Month Clothing Drive 2019 
- A Conversation with Lauren Goldman – the Path to Leadership 
- Lunch and learn on “Executive Presence – Power and Impact” with Devika Das 
- Staff and family gathering for Halloween 
- Hong Kong Pride Run 
- Lunch and learn on “Overcoming Obstacles to Success Clarity” with Samantha Thomas 
- Lunch and learn, “The Father Factor – Being a Dad in Today’s Modern Age” 
- Silver Sponsor of TEDxTinHau “Bold & Brilliant” 
- Annual Party – Our Community 

LEGEND



Community Involvement Committee



Diversity & Inclusion



Green Committee



Pro Bono

CSR TIMELINE

2020



LEGEND



Community Involvement Committee



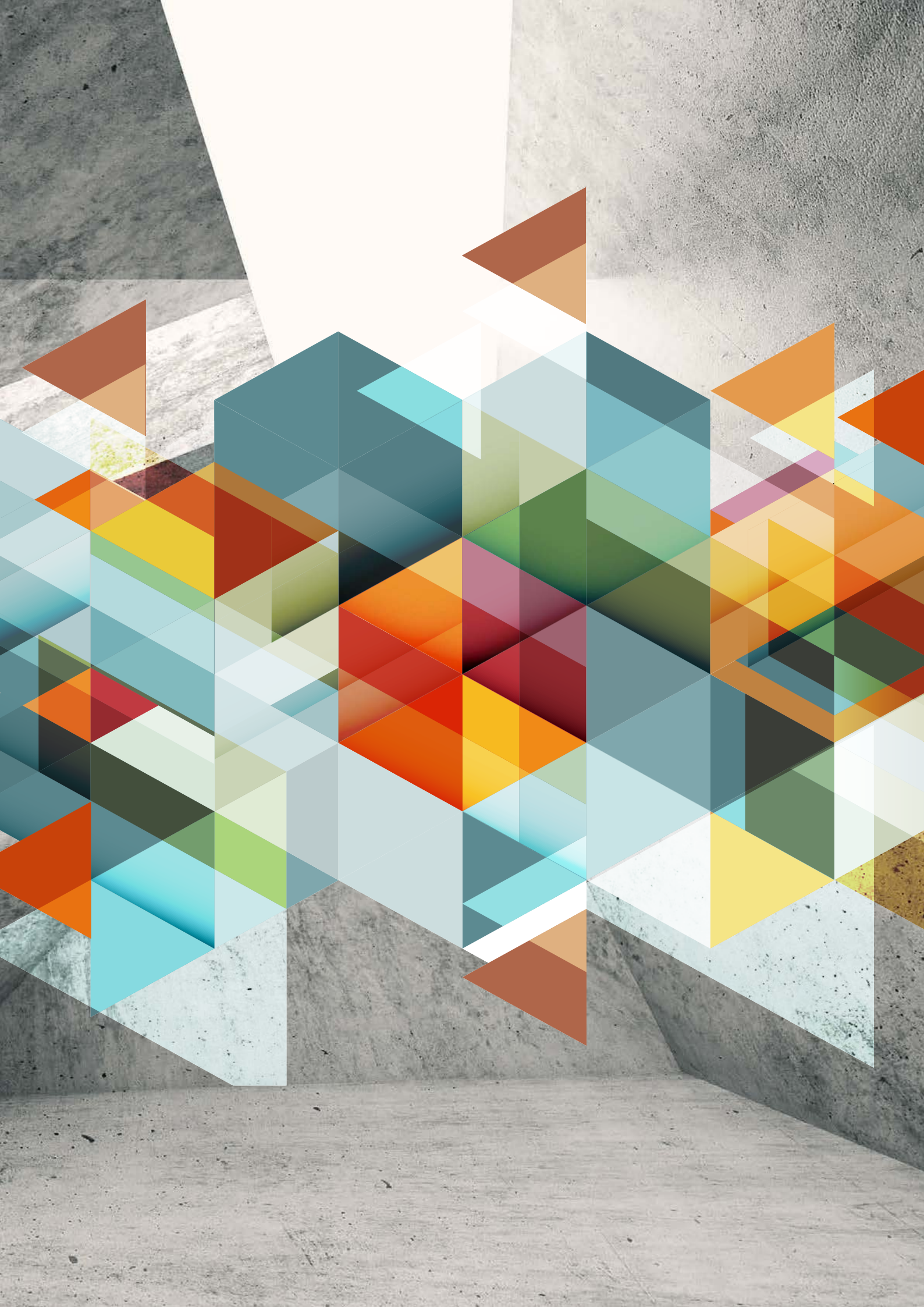
Diversity & Inclusion



Green Committee



Pro Bono



Mayer Brown is a distinctively global law firm, uniquely positioned to advise the world's leading companies and financial institutions on their most complex deals and disputes. With extensive reach across four continents, we are the only integrated law firm in the world with approximately 200 lawyers in each of the world's three largest financial centers—New York, London and Hong Kong—the backbone of the global economy. We have deep experience in high-stakes litigation and complex transactions across industry sectors, including our signature strength, the global financial services industry. Our diverse teams of lawyers are recognized by our clients as strategic partners with deep commercial instincts and a commitment to creatively anticipating their needs and delivering excellence in everything we do. Our “one-firm” culture—seamless and integrated across all practices and regions—ensures that our clients receive the best of our knowledge and experience.

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