

**Making a
world of difference**

Global corporate responsibility
and pro bono report







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Introduction

At Eversheds Sutherland, we are global problem solvers for our clients, our people and our communities.

Deeply engrained in our culture is a recognition that we have a responsibility to use these skills and resources for the greater good of the communities in which we live and work. And through our large-scale global network, we are uniquely situated to address global challenges through local actions. Through volunteerism, charitable giving, our environmental strategy, and pro bono legal services, we provide opportunities for all our people to engage in the community issues that matter most to them and encourage and support our people to be advocates for positive change.

We are not only proud of the accomplishments addressed in this report, but also of our people's enthusiasm and level of engagement every day with our community work at Eversheds Sutherland.

As we now face one of the largest global community issues of our time, COVID-19, and the resounding call for racial equity as a result of the killings of George Floyd and others, we are reminded that there is still an incredible amount of work to be done to support our communities in times of hardship, and much more we need to do in the fight for civil rights and racial justice.

We will continue to innovate and lend our resources to achieve a better and more equitable society for all, and we look forward to the positive changes we will continue to make together.



Lee Ranson
Co-CEO, International



Mark Wasserman
Co-CEO, US



A handwritten signature in black ink that reads "Lee Ranson."

A handwritten signature in black ink that reads "Mark D. Wasserman".

Our Purpose and Values

Our corporate responsibility and pro bono commitment supports our purpose and values, and is centered on Unlocking Talent and Access to Justice.

Unlocking Talent is about developing the talents and potential of everyone in society to the fullest, especially when there is not equal opportunity. At Eversheds Sutherland, this refers to our own commitment to an inclusive culture in the workplace, and to helping those within our communities to thrive.

By providing access to opportunity, we are ensuring that our volunteer and philanthropic programs lend value to the most vulnerable members of our society. Likewise, as a leading global law firm, we utilize our people's varied talents to engage in meaningful volunteer work.

Marginalized individuals who do not have access to a lawyer encounter incredible barriers to social mobility and the most basic human rights. We seek to use our legal skills for the greater good through our pro bono program that engages both lawyers and legal professionals around the world. We are committed to representing vulnerable clients and taking on projects that aim to improve society using skillful and accessible legal advice.

We also have a responsibility to our planet and understand that our operations have a local, regional and global impact. We are committed to promoting the conservation of natural resources, preventing environmental pollution and continuously improving our environmental performance.

Everyone at Eversheds Sutherland has the opportunity to bring our purpose to life - helping our clients, our people and our communities to thrive - which we believe are all interconnected. We hope you enjoy this summary of our corporate responsibility and pro bono activities.



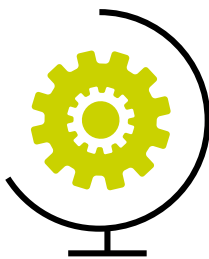


As a purpose-led organization, we are proud of our culture and the values that guide our behavior.

Our purpose:

Helping our clients, our people and our communities to thrive.

Our values:



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships.



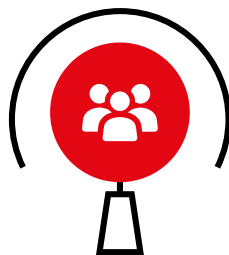
Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention.



Professional

We deliver quality and excellence and act with the utmost integrity at all times.



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential.



Open

We are approachable and nurture a culture of transparency and openness.

Unlocking talent and social mobility

In 2019 we celebrated ten years of our Unlocked program, designed to support students intending to study law who are state educated, in receipt of free school meals and are the first in their family to attend university. The program is designed to create greater social access in the profession. We also support the Sutton Trust, Pathways to Law and were among the founding members of PRIME - the legal sector alliance to increase social mobility in the profession.

Over the last ten years we have welcomed over 1,000 students to the firm, providing them with a week-long, in-house program, work experience, three-year mentoring from partners and associates, and financial support.

We are a Top 50 Social Mobility employer in the UK, recognizing our commitment to equal access to the profession for all.

Unlocking tomorrow's talent today

"As a leading global law practice it is essential that we use our resources to help those less fortunate than ourselves. We have supported better access to the legal profession and championed greater social mobility for over ten years through the provision of our Unlocked program and support for students. We have also supported a number of Unlocked students through the provision of bursaries in memory of our late colleagues Scott Wagland and Emma Curtis. The bursaries enable the students to go to university and follow their passion to study law and realize their ambitions. We seek to help these students not only through financial support but also the mentoring and support provided by colleagues to help their development. In addition, all of our offices support educational programs within their communities. This is a brief overview of their efforts."



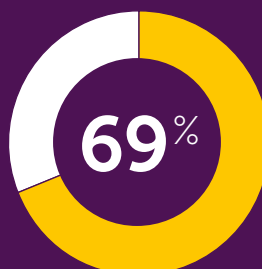
Michael Thompson
Partner and Chair
UK Charitable Trust
Manchester, UK



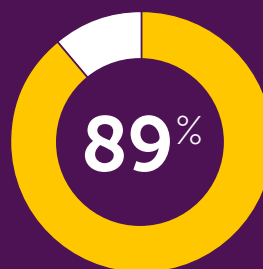
Unlocked in the UK - ten years of supporting students to help them realize their hopes, dreams and ambitions.

1000+

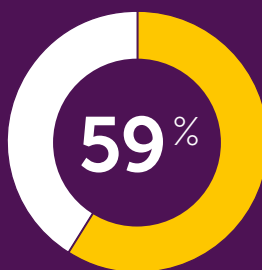
Over 1,000 students supported with our program, work experience and mentoring by partners and associates



Unlocked students subsequently attended university to study law



Students who attended the program stated they felt more confident and capable in achieving their career aspirations



Students successful in obtaining a degree and working in the legal profession

Top 50

Social Mobility Employer

2018, 2019 by the Social Mobility Foundation in the UK



"For me, what stood out the most about the Unlocked programme was just how much contact I had with the firm throughout the process. I fully appreciate how busy everyone is but despite that, my mentor always made time for me to assist with any query, no matter how small it was. They helped me with what options to take at university, how to make the most of your work experience amongst many other things, whilst also just checking in on me to see how I was getting on. Having someone to raise concerns with and gain valuable insight from was undoubtedly one of the reasons I am working with Eversheds Sutherland today. I am so grateful to Eversheds Sutherland and my Unlocked mentor – so much so that when I was offered my training contract, one of my first calls was to my mentor to thank him for all his help."



Imaan Choudry

Trainee Solicitor
Newcastle, UK



"Before taking part in the Unlocked programme, I was unsure about whether a career in law was within my reach. I had many preconceptions about the law profession, the types of individuals that become lawyers and about law firms in general. The Unlocked programme enabled me to see first-hand how Eversheds Sutherland embraces a diverse workforce irrespective of peoples background. Having the opportunity to hear people of all levels speak about their own experiences, from associates to partners, and being able to interact and openly ask my own questions allowed me to disperse these preconceptions. Learning about what a career in law involved, as well as seeing the inclusive and open nature of the firm, gave me the confidence to apply for a Training Contract and pursue a career with Eversheds Sutherland."



Christina Evered

Trainee Solicitor
Cardiff, UK



"The part of the programme that stood out to me the most was the mock litigation judge trial. Not only did you get a key insight into the work that solicitors deal with, along with the skills needed to handle such a task, you saw what it would be like to work within Eversheds Sutherland. I got to experience developing my argument with lawyers who were willing to explain to me the terminology and demonstrate how best to approach the task. As such, the Unlocked programme made me feel certain that Eversheds Sutherland was my career goal."



Elizabeth Boreham

Apprentice Solicitor
Nottingham, UK





SkillsBuilder

Formerly Enabling Enterprise, SkillsBuilder is an award-winning social enterprise. Its mission is to equip young people with the skills, experience and aspirations they need to succeed in life. We support their work by hosting events and programs across the UK, with colleagues and clients supporting and participating in lesson delivery. In 2018/2019, SkillsBuilder reported that 130,000 students had participated in their program, with 5,600 teachers trained and supported and 514 schools and colleges partnered. We hosted 12 events for 315 students across six offices, with over 75 colleagues supporting. We have partnered with SkillsBuilder for more than four years, helping support our educational outreach to our communities in the UK.



Cheese Matters

Cheese Matters is a unique financial education program run by business volunteers to help teenagers manage their money effectively. The program was developed alongside two major local clients in Nottingham, Capital One and Ikano, and with support from Business in the Community, is delivered to local schools. Aimed at 13-18-year-old students, Cheese Matters is an interactive and engaging two-hour business volunteer-led workshop, which aims to teach young people about the importance of being sensible with personal finances. The sessions are delivered by volunteers from each of the partner companies as well as staff and students from the University of Nottingham Business School. Cheese Matters is a free program for schools and covers 50% of finance education on the curriculum. more than 7,300 students and 290 business volunteers have now gone through this financial literacy program.



Accelerator academy

Our Dublin office launched an Accelerator Academy to help support four of Ireland's top up-and-coming high-performance athletes. While each of the participants is working hard on their athletic performance with their coaching and support team, the academy will assist with additional help with their non-athletic pursuits by providing work experience and training opportunities with the firm.



Club XXI^e Siècle

For more than seven years we have supported Club XXI^e Siècle in Paris, France. It is both a think-tank and a do-tank, seeking to influence decision makers in political, economic and media spheres, as well as accompanying people with great potential, whether they be students and young workers, business owners or women of culturally-diverse origins. They have mounted numerous programs in order to positively influence mindsets on diversity issues and open the door for under-privileged populations in France.

Eversheds Sutherland France has helped Club XXI^e Siècle with mentoring programs, such as "Mentoring de jeunes femmes" in partnership with Professional Women's Network (PWN), which aims to break the double glass ceiling that women from culturally diverse backgrounds suffer from when seeking a promotion. We have also helped with "Réseau Talents 21," which provides young adults with coaching sessions in order to access higher education programs they would otherwise be denied. The firm has also started hosting "Dîners-débats," which is part of a series where well-known guest speakers talk about specific diversity and/or inclusion issues encountered in France.



HEBE Foundation Urban Debaters Trainees supporting communities in South East London

The Hebe Foundation was set up by Amie Buhari. Having seen her young cousin get caught up in gang violence, she wanted to provide an alternative way for the young people in her area to spend their holidays. One of their programs, Urban Debaters, allows young people to raise their argument, not their voice, and creates a constructive environment for kids to argue topics ranging from violence in video games to the general election.

Since that first afternoon, we have now supported seven rounds of Urban Debaters. Each half-term, we send trainees to the workshops to advise, encourage and guide young people in the program. We see new young people every year as the program grows in popularity, as well as many familiar faces who have become friends. Their development over the years has been a joy to watch. Eversheds Sutherland also donates funding to help the Foundation offer additional workshops and locations, and the founder of the Hebe Foundation, Amie Buhari, was honored with the Prime Minister's Points of Light award for her service to the community.

"One month into my training contract, an email popped into my inbox," says Harriet Nicholson, Real Estate Associate. "It asked whether anyone was interested in volunteering their time to help out at an afternoon of debating workshops aimed at teenagers in South London. I jumped at the chance, along with other trainees. The afternoon was part of a week-long event put on by the Hebe Foundation, which included a week's worth of debating workshops for young people aged 13-17, culminating in a grand finale called The Big Debate."



Harriet Nicholson
Associate
London, UK



Street Law Legal Diversity Pipeline Program

In partnership with GE Power and Emory University School of Law, Eversheds Sutherland supports Street Law's Legal Diversity Pipeline Program. This program provides public high school students expert legal education to empower them to pursue legal careers. Our lawyers and legal professionals partner in the classroom to teach Contract Negotiation and Fourth Amendment law during the fall, culminating in a field trip hosted by GE Power that includes legal exercises and a career panel, furthering the hopes that these high school students will consider a career in law.

"It is not surprising that the bond between GE and Eversheds Sutherland has been strengthened through pro bono work. Eversheds Sutherland has a long history of supporting pro bono legal work, and the firm offered a true commitment to pro bono endeavors and a partnership that I was eager to develop and foster year after year while at GE."



Kathleen Bardell
Special Counsel
Atlanta, GA



"Eversheds Sutherland is one of the firms with which GE has been fortunate to partner on several pro bono projects over the years. It is a great opportunity to have in-house and outside counsel work collaboratively on a project, and those projects in turn enhance our overall relationship. Such partnerships also grow our relationships with the firm as lawyers who may not normally work together on a day-to-day basis get a chance to interact."

Frank Landgraff

GE Senior Intellectual Property Counsel
and Pro Bono leader for GE Power





Eversheds Sutherland Scholars

Established in 2005, the Eversheds Sutherland Scholars program is an intense three-week summer program for rising college seniors and recent college graduates headed to law school from a variety of ethnic and cultural backgrounds. The goal of the program is to demystify law school by exposing scholars to introductory courses such as Contracts and Legal Writing, taught by an Emory University School of Law professor with help from Eversheds Sutherland lawyers. The program also builds on how to form effective study groups, how to build relationships with professors, resume workshops, along with graduate and professional school etiquette.

Guest speakers and panel discussions have included general counsel from Fortune 100 companies, a Chief Justice of the Supreme Court of Georgia and deans of admissions from various law schools. More than 425 scholars have graduated from the program and have been accepted into prestigious law schools, including Columbia Law School, Duke University School of Law, Emory University School of Law, Harvard Law School, The University of California Berkley School of Law, American University Washington School of Law and Georgetown University Law Center.

Eversheds Sutherland Scholars is, in essence, a pipeline program to the legal profession with the objective of normalizing the law school experience by exposing participants to the tools required to be successful in law school.

"The Scholars program in Atlanta and Washington DC is not only our signature pipeline program, it is our best opportunity to identify new talent that represents the future of the legal profession."



Vanessa A. Scott

Partner and Eversheds
Sutherland (US) Chief Diversity
and Inclusion Officer, Washington, DC





Equal Justice Works Fellowships

For more than 20 years Eversheds Sutherland has supported the great work of Equal Justice Works. In that time, we have sponsored two-year fellows as they embark on an innovative project and begin their public interest legal career to better society. Learn about our most recent fellows:



Darrius Woods

Co-Sponsored with The Home Depot, working at Atlanta Legal Aid

Darrius provided legal advocacy in low-income communities and

communities of color that are disproportionately impacted by predatory home purchase scams. Throughout his fellowship, Darrius advised more than 200 clients about home purchase or foreclosure rescue scams, provided direct representation to 40 clients, led a multi-plaintiff federal litigation resulting in a tremendous settlement for contract-for-deed clients and created precedent related to contract-for-deed cases in Georgia. Darrius also participated in more than 40 community outreach events, helping hundreds of people to understand their rights and how to identify predatory housing scams.



Kier Prince

Co-Sponsored with The Home Depot, working at the Emory Law Volunteer Clinic for Veterans

Kier's project is to expand the work of

the Emory Law Volunteer Clinic for Veterans by providing representation to veterans seeking discharge upgrades, with priority given to veterans with PTSD symptomology and traumatic brain injuries. The Home Depot and Eversheds Sutherland lawyers attended a training session led by Kier, and are partnering on discharge upgrade cases alongside Emory Law students. Receiving a discharge upgrade in acknowledgment of the veteran's disability dramatically improves a veteran's access to benefits, including housing assistance, an important factor in preventing homelessness among veterans.



Margaret Burgess

Co-Sponsored with Cox Enterprises, working at Atlanta Legal Aid

Margaret's project is to enforce the fair rental housing rights of individuals in

metro Atlanta through legal representation, with a particular focus on individuals with disabilities and those with a criminal record. In her first year, Margaret has represented or provided advice to 48 people, prevented two disabled clients from losing their subsidized housing where landlords threatened eviction rather than accommodating their disabilities and delivered several fair housing "Know Your Rights" presentations in the community. Margaret's project helps individuals who have suffered the most prevalent forms of discrimination in this market: refusing to accommodate or rent to persons with disabilities, and excluding applicants with any sort of criminal history, resulting in racial discrimination.



Educational Outreach

Colleagues around the world volunteer in our communities to enable talent, including:

- ✓ working with **A Right to Read** scheme in Cardiff
- ✓ training held on site twice a year for **Think Law** for work experience placements
- ✓ **Ready for Work**; careers speed dating and student skills development in Newcastle
- ✓ supporting the community through **Nurturing Talent** program in Leeds
- ✓ working with **Romania Summer Student** program in association with the European Law Students' Association
- ✓ acting as main sponsor to the **National Competition of Legal Knowledge** organized by Mykolas Romeris University and Ministry of Justice
- ✓ supporting **Legal Masterclasses** and national competitions for legal knowledge in Latvia and Lithuania
- ✓ creating and working with a scholarship program through our Shanghai office to support exceptional but disadvantaged high school students from Xiji, in Ningxia Province, one of the most impoverished and underdeveloped regions of China
- ✓ serving as a main sponsor to the **National Competition of Legal Knowledge** organized by Mykolas Romeris University and Ministry of Justice
- ✓ reading to children through **Everybody Wins!** in Atlanta and Washington DC
- ✓ teaching financial literacy to students through **Junior Achievement** in Atlanta

● Eversheds Sutherland offices





Pro bono

A commitment to death penalty work A global effort

Eversheds Sutherland partners and associates around the world volunteer their time and skills to assist Amicus, a UK nonprofit, in its pursuit of combating the death penalty in the US. Our volunteers assist Amicus and the Florida Center for Capital Representation (FCCR) by closely monitoring pre-trial death penalty cases in the state of Florida in order to identify patterns in the charging and conviction processes, along with best practices in respects to motions and experts. As one of many firms working on this worthwhile project, we hope this in-depth research will help inform future capital case challenges in Florida and before the US Supreme Court.

In addition to our global efforts on capital cases, our US offices have a long history of death penalty representation. Partner, Ann Fort, serves on the board of the Southern Center for Human Rights, and represented a death row inmate who was eventually given clemency just hours before his scheduled execution. John Fleming, another US partner, spent 12 years on a death penalty case in which the sentence was converted to life with the possibility of parole after three retrials.

Several of our lawyers have recently taken on a new individual death penalty case in Georgia. We also partnered with the Southern Center for Human Rights to host an early screening of the film *Just Mercy*, including a panel discussion to encourage volunteering with the Southern Center and Equal Justice Initiative in capital cases, juvenile life without parole cases, and other cases where racial discrimination is involved.

"As project coordinator, I have been overwhelmed and inspired to see the level of response from colleagues across the global firm. Despite having very busy client workloads, our volunteer lawyers, who come from all levels of the business and all practice areas, are hugely keen to help FCCR in their ongoing efforts to prevent the imposition of the death penalty. Together, we are looking forward to developing this project further through 2020 and beyond."



Patricia Critchley
Principal Associate, Leeds, UK

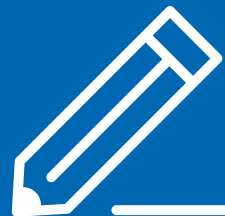


"In representing a person facing the death penalty, we use our skills as attorneys to hold the state to account before it exercises the power to take a human life. At the same time, we ensure that the individual prisoner experiences the personal support of a team of professionals focused on representing that prisoner's unique situation and needs. The firm has a decades-long record of representing death-sentenced prisoners, and it is a privilege to be among so many colleagues who take on these challenging cases."



Ann Fort
Partner, Atlanta, GA





Combating family separation at the border and our work to help asylum seekers

Dora v. Sessions

Eversheds Sutherland attorneys filed a lawsuit in late 2018 on behalf of 29 individual parents who had entered the US seeking asylum, had been separated from their children at the border, and who had then failed credible fear interviews (CFIs), making them subject to immediate deportation instead of having the opportunity to pursue an asylum claim. Facing impending deportation, these parents would have had to make a terrible choice of either leaving their children alone in the US to pursue their own asylum claims, or taking their children back with them to life-threatening conditions in their country of origin. We contended that the process was grossly unfair, with the CFI failures caused by the trauma of the separation. Working with other organizations bringing similar claims, after intense, month-long negotiations urged by the judge, we achieved a settlement giving our 29 clients and a class of over a hundred others in the same situation a chance at a second CFI.

So far, 80 have availed themselves of that second CFI, and all have passed. “Dora” herself, our lead named plaintiff, not only has passed her CFI, but has been granted asylum with her son.



We are also committed to taking on cases for refugees and asylum seekers across the US. Recent case wins include those for unaccompanied minors referred by our friends at Kids In Need of Defense (KIND), Violence Against Women Act (VAWA) petitions, Convention Against Torture (CAT) cases, asylum for victims of transphobic or political persecution, and cases for detained individuals.

In addition, several of our lawyers have made pro bono trips to the US-Mexico border to assist our nonprofit partners with screening and assisting with unaccompanied minors in detention facilities.



Protecting generational wealth

Eversheds Sutherland's lawyers have worked with the Georgia Heirs Property Law Center since it was founded by one of our firm's first sponsored Equal Justice Works fellows - Skipper StipeMass - years ago. Our Washington DC office has a similar long-term partnership with Legal Counsel for the Elderly, where our lawyers take on wills and estate planning needs for our low-income elderly neighbors in the DC area.

John Sharpe partnered with the Georgia Heirs Property Law Center to represent an elderly Georgia resident as she fought to acquire the title of the home she had lived in since 1991. The client had been residing in and paying taxes for her late father's home, however she was not named on the property's title. She is now able to sell the property and use the proceeds to fund the assisted living nursing care she needs in her later years.

"We gladly accepted the case and ultimately filed a quiet title action on our client's behalf, specifically alleging she acquired the property by adverse possession. After months of hard work, hearings, and motions practice, we were successful in having the court declare our client the rightful owner of her home."



John Sharpe
Associate, Atlanta, GA



Maria Rivera-Diaz and Maritza Badio traveled to Sapelo Island, one of the last Gullah Geechee communities, to offer legal education and estate planning services. This made it possible for homeowners to designate beneficiaries of their property, effectively avoiding the complications associated with heirs property.

"Heirs property is an unstable form of ownership that limits a family's ability to build generational wealth because the family is disqualified from many financing and/or repair programs. On a broader scale, heirs property prevents communities from improving and revitalizing neighborhoods. My work and the work of other volunteer attorneys prevents these issues from impacting the families that have come to the Center for help and empowers them to build something that will last for future generations."



Maria Rivera-Diaz
Contract Attorney,
New York, NY





Juvenile life without parole work

The US Supreme Court recently ruled that it is unconstitutional for a state to automatically sentence anyone who was a juvenile at the time of a crime to life in prison without the possibility of parole. Led by Adam Pollet and Allison Speaker, Eversheds Sutherland teams have successfully represented two such individuals in obtaining much shorter sentences, and teams are working on other such cases.

Marlo Clark's Story: Marlo Clark was convicted of second degree murder and sentenced to life without parole for his role in a robbery-gone-wrong when he was 16-years-old. He was not the shooter; in fact, he was not even present when the victim was killed. After serving nearly 20 years in a Pennsylvania state correctional institution, the US Supreme Court ruled that such automatic life sentences for juveniles were per se unconstitutional (and five years later, ruled its holding retroactive). We worked with the Juvenile Law Center and Youth Sentencing and Reentry Project to prepare a mitigation report, detailing Marlo's youth at the time of the crime and his subsequent maturation while incarcerated. We negotiated his new sentence with the Philadelphia District Attorney's office, which agreed to a term of 25 years-to-life – effectively time served. We then got to work on a letter of support to the Parole Board, and Marlo was granted parole and released shortly thereafter. Marlo had been misconduct free in prison for over a decade and was truly dedicated to improving his own life and those around him. Many of Marlo's family members supported him and longed for his release. This case demonstrates the significance of our work not just for Marlo but for them. Indeed, what was at stake was one of this country's greatest values: liberty.

"Representing juvenile lifers has been one of the most rewarding experiences of my career. To be able to help someone earn his liberty back is, literally, priceless."



Adam Pollet

Counsel, Washington, DC



"How often do we get the chance to do something to truly change a person's life? Working with Marlo and other juvenile lifers, while personally gratifying, also allowed me to see firsthand the difference pro bono counsel can make."



Allison Speaker

Associate, Washington, DC



Child protection work in Africa

We joined forces with Women and Men Against Child Abuse (WMACA) to fight against child abuse in South Africa by establishing a Child Law Clinic during Child Protection Week. WMACA is an NGO that was established in 1997 as an advocacy organization, fighting for the rights of abused children and highlighting inadequacies in the justice system. This requires the involvement of more professionals to assist WMACA in their fight against child abuse. Our Managing Partner Peter Van Niekerk is a director of Women and Men Against Child Abuse and was, for most of the past year, a director of The Teddy Bear Clinic. In this capacity, he served as their legal arm, doing all their legal work, including opposing the convicted high profile Bob Hewitt's application for early release from prison.

Our labor law professionals attend the Labor Court for pro bono services through South African Labor Law (SASLAW). A single professional attends at a time, with meetings happening every second month, designed to help indigent people with their labor law matters.

Refugee assistance in Jordan

Led by Roberta Wertman, based in Abu Dhabi, we are partnering on the Jordan Refugee Protection Project in collaboration with Reed Smith. A Memorandum of Understanding has also been signed between Eversheds Sutherland and Reed Smith in support of this pro bono program. The majority of our clients are torture survivors with severe medical needs.

Pro Bono support in the UK

In the UK, we regularly work with Law Centers to provide pro bono support. Micah Smith, an Associate at our London office, supports South West London Law Centre and has spearheaded a pilot project supporting Employment Support Allowance and Personal Independent Payment Appeals.

"The one thing that makes pro bono work so fulfilling is that without you, it is likely your client would have no legal support. And while of course it is fulfilling to help any client and do a job well, there is something particularly satisfying about knowing you are making the crucial difference, helping a client in need who might otherwise go without access to justice."



Micah Smith
Associate, London, UK



International Pro Bono Partner **Mark Brunton** states:

"Pro bono work is a key part of fulfilling our purpose of helping our people and our communities to thrive. Whether it is serving at a Law Center in London, taking criminal cases for indigents in Singapore, helping refugees in the Middle East, working with our lawyers around the world on a project regarding the death penalty, or any of the other myriad pro bono matters on which we engage, providing our legal skills to those less fortunate strengthens our communities and makes us better lawyers and a better firm."



Mark Brunton
Partner, London, UK



Our work to support disability rights

On December 4, 2019, for International Day of People with Disabilities, we featured examples of our ongoing pro bono work to support people with disabilities around the world. Here are a few highlights of our most recent work:

"We are currently carrying out a project for Irish Living Movement Ireland (ILMI) in support of providing independent living options for people with disabilities. The goal of ILMI is to affect legislative change in this jurisdiction and to ensure that individuals who have an intellectual or physical disability have access to assistance in their home, rather than residing in institutions. I recently presented our research findings at a Parliamentary all-party briefing attended by Minister for Disability Finian McGrath. I am now working with ILMI to draft legislation which the Minister has publicly welcomed, and which is expected to be brought before parliament for debate in November this year."



Eoin Mac Aodha
Senior Associate, Ireland



"We are proud to support Special Olympics Germany with pro bono legal advice. As a firm, we want to make a clear commitment to inclusion in society for people with disabilities."



Dr. Lutz Shreiber
Partner, Germany



"In 2019 Eversheds Sutherland Níosa successfully completed a pro bono legal proceeding in relation to a trademark registration for the Spanish Foundation called 'Fundación Dalma.' This Foundation promotes projects for the social integration of people with physical disabilities who are at risk of exclusion. Fundación Dalma aims for inclusion for people with disabilities in society, where each person can contribute, and their differences are recognized as a source of enrichment."



Immaculada López
Legal Director, Spain



"Wierzbowski Eversheds Sutherland is a founder of a foundation called 'Prawo do Pomocy,' established by Polish lawyers to help legal professionals – lawyers, law students and their relatives – who find themselves in difficult life or material circumstances particularly due to disability, illness or other events. The Warsaw office has been supporting the foundation financially for many years."



Krzysztof Wierzbowski
Senior Partner, Poland



"I am very proud that Eversheds Sutherland is working with South West London Law Centers to support pro bono clients with disabilities through social security appeals tribunals. As there is no legal aid for this kind of work, without our pro bono assistance, it is likely that many of these clients would have no representation. I am delighted we are able to use our advocacy and legal skills to help these clients get the Employment and Support Allowance and Personal Independence Payments benefits they are entitled to."



Micah Smith
Associate, London, UK



"I am immensely proud of Eversheds Sutherland's commitment to disability rights. I had the honor of representing a single mother with a severe mental disability who was the victim of textbook online immigration fraud. I will never forget standing by her side when the judge granted her annulment from the imposter, restoring her sense of dignity. It is refreshing to see a global law firm with an unwavering commitment to justice for all."



Jim Silliman
Associate, Houston, TX



"Eversheds Sutherland is representing a class of almost 800 medically fragile kids in Georgia. We contend that the State is not providing them the skilled nursing care they need to thrive. We have obtained injunctions giving increased care for nine individual children, discovery is continuing, and we expect a resolution for the class in 2020. It is a privilege to try to give a voice to these voiceless children and their wonderful parents and caregivers."



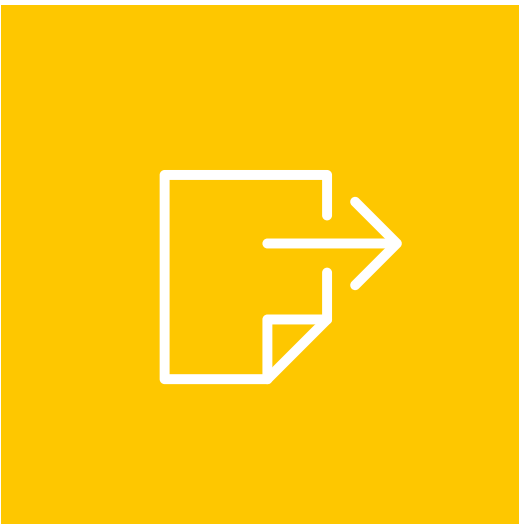
Stephanie Hudson
Attorney, Atlanta, GA





rainbows
hospice for children and young people

Take part
in our
**Tennis
Challenge**



Community partnerships

One of Eversheds Sutherland's key global partners is WaterAid, a charity dedicated to transforming lives by improving access to safe water, hygiene, and sanitation in the world's poorest communities. With our support they have provided:

- clean water to **428,000** people
- decent toilets to **530,000** people
- improved hygiene for **1,500,000** people

The firm is proud to support WaterAid's work at a global level, including:

- **our Global Running Day fundraising campaign:** since 2017, Eversheds Sutherland has participated in a Global Running Day fundraiser, with 822 colleagues in 29 offices in 14 countries running and raising money for WaterAid. Funds raised have contributed to the Mali Healthy Communities Program, which has so far enabled 20,000 people access to clean water and over 30,000 people access to decent toilets

- **thought leadership series on environmental issues:** hosted by Eversheds Sutherland and HSBC, WaterAid Presents is a series of events aimed at engaging business audiences with emerging sustainable development trends affecting the private and third sectors, demonstrating what an effective cross-sector partnership can achieve



Lee Ranson and Michelle T Davies, Partner, Company Commercial participating at a recent WaterAid Presents event.

"I am proud to support the amazing work of WaterAid and it was great to see so many of us from across the firm taking part in Global Running Day this year. I sported my branded t-shirt on an early morning run in Moscow, alongside Co-CEO Mark Wasserman, Ian Gray, and a group of Moscow colleagues."



Lee Ranson
Co-CEO, London, UK





Fall giving

Every year our US offices embark on a two-week fundraising campaign to raise money for our local United Way affiliates, and other charity partners featured by our local offices, through long-standing regional relationships. This year we partnered further with the United Way. We adopted Philanthropy Cloud, a technology platform by Salesforce.org to empower our employee giving programs, allowing our people the freedom to donate to any charity of their choice, at any time. Every US employee can now access and manage their own personal philanthropy profile, and this year we raised more than \$215,000, for the charities our people care about most.

The causes most supported by our people during our last Fall Giving campaign include:

Community Building
Children & Families
Disaster Relief & Emergency Services
Equality and Racial Justice
Health & Wellness
Services for People with Disabilities
Housing and Homelessness



"I am so proud to be part of a firm whose attorneys and staff have given so generously over the years to so many important organizations in the community. The DC Office's Fall Giving Campaign has provided hundreds of thousands of dollars, and the people in our US offices have provided millions of dollars over the years, to organizations providing support to domestic violence victims, those less fortunate, children, and the elderly. Contributing to one's favorite charity is so easy using the firm's online Philanthropy Cloud platform."



Gail Westover, Partner,
Chair of DC Office Fall Giving
Campaign, Washington, DC





Team Verrico

A global marathon team to support cancer research

A team of 19 runners from eight Eversheds Sutherland offices across the globe ran the Berlin marathon on Sunday, September 29, 2019, to raise money for the Team Verrico charity.

Paul Verrico, a partner in our Leeds office, founded Team Verrico after his wife, Anna, received a diagnosis of triple-negative breast cancer at age 35 when their children were aged just six months and two-years-old. The family went through a false dawn of remission, which was followed by an aggressive return of the disease, leading to her untimely death just 12 months later. The charity's five trustees all have Eversheds Sutherland links and are determined to mark her legacy in the firm and beyond. Team Verrico's mission is to fight alongside those afflicted by cancer to achieve positive outcomes, bringing hope where there is none and creating 'more tomorrows.' They provide medical, psychological and practical help to cancer sufferers and their families. They also sponsor niche cancer projects in local universities who research the statistically less significant forms of the disease that receive less funding.

Thank you to our Eversheds Sutherland Berlin Marathon runners, who helped the firm exceed its fundraising goal on top of completing the race.



Barretstown

Site enhancement day

Barretstown is a major community service partner that Eversheds Sutherland's Dublin office has supported for more than ten years. Barretstown is a nonprofit camp for children with cancer and other serious illnesses located at Barretstown Castle. The firm recently participated in a site enhancement day as part of its ongoing partnership with the camp – a fantastic opportunity to give back and see first-hand the wonderful work that they do.



Supporting individuals with disabilities in the Middle East

Jad's Inclusion School

In January 2019, a team from Eversheds Sutherland's Dubai and Abu Dhabi offices rolled up their sleeves alongside our clients, and helped in the painting of the Jad's Inclusion School. Jad's is a special needs school in Dubai which provides high-quality education to students who may not fit into conventional schools. The school is trying to bridge the gap between special needs schools and conventional schools, providing a safe and nurturing environment for children to gain confidence, knowledge and independence.



Al Marmoom Initiative

Over a one-month period, the Dubai office volunteered at the Al Marmoom Initiative, which facilitates horse riding lessons for children with disabilities. The Eversheds Sutherland team supported stable management classes and horse riding lessons, which provided a number of benefits to the children including assisting with speech therapy, physical therapy, and helping the children build confidence and gain independence.

Food Angel and Splash Day

Serving our communities in Hong Kong

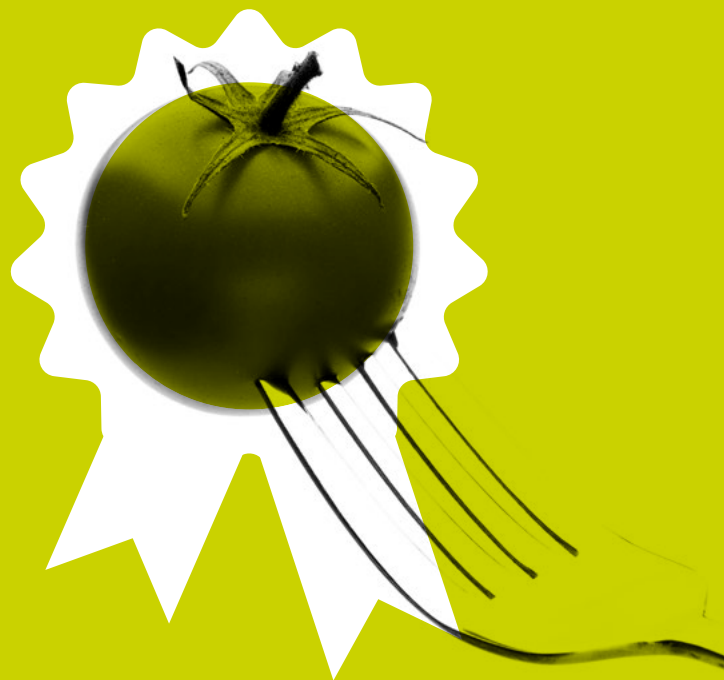
Eversheds Sutherland's colleagues in Hong Kong have found innovative ways to serve their communities and include their peers in the process. The firm supports Food Angel, a charity that provides more than 8,000 meals a day to Hong Kong's underprivileged populations. The organization does so by collecting surplus foods from various sectors of the food industry and repurposing them into nutritious hot meals for individuals in need.

The Hong Kong office also formed the Eversheds Sutherland Splash and Flash team to participate in the Splash Day Relay in Hong Kong. The event included more than 300 swimmers in 54 teams, composed of individuals from financial institutions and law firms to families and swim clubs. Eversheds Sutherland's employees raised funds for the event's organizer, Splash Foundation, a non-profit school that offers swim and water safety courses to members of the community who do not have access to affordable swimming lessons. A total of HKD 10,000 was raised by Eversheds Sutherland's Hong Kong office to support this foundation.



Dubai Centre for Special Needs

In December 2018, our Dubai office sponsored the Winter Fair of the Dubai Centre for Special Needs, which is a school for children of determination. The Winter Family Fun Fair was attended by almost 1,000 people including ten Eversheds Sutherland team members and more than 40 family, friends and clients. While the lands of the school were donated by the government, the school operates only on tuition and donations, and this event is integral to supporting their continued operations. Eversheds Sutherland is proud to have sponsored the event alongside HSBC, Sofitel, Hilton, DHL, Rainbow, Balade, Toolbox and La Vache Qui Rit. We were also able to source 300 free pizzas from our client Pizza Express for the event and a great day was had by all.



Ending Homelessness

EndYouthHomelessness (EYH)

Since 2017, we have supported the EndYouthHomelessness (EYH) charity. In the UK every year, 103,000 homeless young people find themselves trapped in dire circumstances both at home and on the streets. We support the charity's vision to end youth homelessness on a national scale to give vulnerable young people a future.

With our financial and volunteering support, EYH has:

- supported **30,000 young people** at local homelessness charities within our communities
- awarded **565 bursaries** to young people to help them back into education, training and employment
- **supported 124** young people into their home



"Assisting with the EYH Bursary Panel is an amazing opportunity, which provides a great insight into the kind of work carried out by End Youth Homelessness and the people the charity supports. The charity staff are really great and make you feel very welcome as a volunteer. It was a truly worthwhile experience, and it was incredibly enlightening to see first-hand how our support can change these young people's lives for the better."



Olivia Carey

Apprentice Solicitor, London, UK



In 2019, Eversheds Sutherland connected its partnerships with the Design Museum and EndYouthHomelessness to develop and launch a new #nowyouseeme campaign. EYH partnered with David Oliveira, an artist and sculptor, to install "invisible" sculptures of young people around the UK. The project aimed to raise awareness of the "hidden homeless." In 2018, 52% of young people who asked for help from their local authorities because they were homeless or at risk received no documented support. The London's Design Museum exhibited the sculptures until they toured the UK's notable public spaces, such as train stations and shopping centers.



The Big SleepOut

The Big SleepOut is a major campaign and a fixture in our community calendar that has become a feature of Eversheds Sutherland's corporate responsibility calendar in the UK. Each year, more than 150 colleagues, along with a number of clients from offices in Dublin, Newcastle, Manchester, Birmingham, Cardiff, Cambridge, Ipswich and London, tackle the winter elements to take part in SleepOut events across the UK. The events raised over £48,000 for EYH and local community charities, including Centrepont, St. Basils, Focus Ireland, St. George's Crypt, and Llamau in Wales.





The Crypt

Eversheds Sutherland has supported the Crypt, an organization that supports homeless and disadvantaged people in Leeds, by providing emergency accommodations, training, addiction recovery services, and employability projects, for more than 20 years. Not only does the Crypt provide immediate help, it also aspires to tackle the underlying causes of homelessness, including mental health and addiction.

In addition to our fundraising campaigns and donations of food and children's gifts during the holidays, lawyers from our Corporate, Banking and Construction teams have provided pro bono legal advice on the charity's property development scheme to build 40 new accommodation units in support of independent living. Partners Alison Oldfield (Leeds), Jo Hatton-Jones (Leeds), Simon Chamberlain (Manchester) and Kathryn Walters (Leeds), and Associates Rebecca Houghton (Newcastle) and Russell Naglis (Leeds), all advise on aspects on aspects of the construction documentation, funding agreements and corporate governance structure.





Volunteers supporting Atlanta Volunteer Lawyers Foundation's Saturday Morning Lawyers pro bono clinic. People in order: (from Eversheds Sutherland) Aileen Bleach, Mark Wasserman, Victoria Sparks, Tessa Deardorff, Warren Smith, Claudia Chafloque-Siu, and Marty Ellin (from AVLF)

Housing Court Assistance Center

Through our Equal Justice Works Fellow program, in partnership with The Home Depot, Eversheds Sutherland helped found the Housing Court Assistance Center (HCAC) in Fulton County, Georgia. As a program run by the Atlanta Volunteer Lawyers Foundation (AVLF), the HCAC provides free legal advice in the courthouse to tenants whose property owners have filed for an eviction. The HCAC is able to assist more than 700 tenants a year, often helping tenants reach a consent agreement in court.

During the program's infancy, data collected on the HCAC measured that:

- the HCAC impacted **2,820** people
- **\$494.12** average saved by tenants facing eviction
- the value of an HCAC pro bono volunteer hour to tenants is **\$1,212.05**

"Thanks in large part to the support of Eversheds Sutherland, AVL's Housing Court Assistance Center is a critical piece of our work to reduce the number and impact of evictions on low-income Atlantans. Every day, families are at greater risk of homelessness simply because they don't know how to properly complete legal paperwork in eviction court. By giving their time and talent to the Clinic, Eversheds Sutherland's volunteer attorneys can literally change the course of our clients' lives in their time of crisis. We couldn't do this work without them."

Michael Lucas

Deputy Director,
Atlanta Volunteer Lawyers Foundation



Environment

Eversheds Sutherland has made a commitment to global environmental responsibility. Not only do the firm's offices around the world concern themselves with carbon footprints, we strive to create safe and healthy work environments. Each Eversheds Sutherland office is represented on committees tasked with ensuring that the firm's sustainability efforts are effective and up-to-date. We want every visitor and employee to rest assured that we make every effort to limit any detrimental impacts our offices have on the world.

"Eversheds Sutherland is committed to being a sustainable business and improving our environmental performance is part of the 'every day.'"



Keith Froud

International Managing Partner
and Environment Health and
Safety sponsor, London, UK



"Our Firm appreciates the critical importance of minimizing our environmental impact and remains committed to reducing our Firm's carbon footprint and promoting sustainable business activities."



Thomas H. Warren

US Sustainability
Partner, Atlanta, GA



British Safety Council

The UK office achieved a merit in the BSC International safety awards for the third consecutive year.

RoSPA

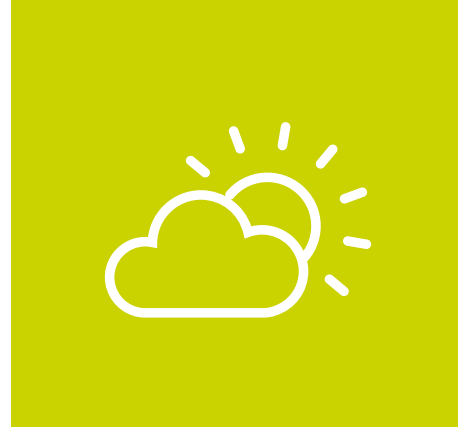
The UK offices attained a Gold Medal Award in the RoSPA Occupational Health and Safety Awards for the fourth year running.

ISO14001 and OHSAS

The UK offices of Eversheds Sutherland are ISO14001 and OHSAS 18001 certified. These certifications demonstrate a continuous improvement in both environmental and health and safety issues and recognize the commitment of staff to ensuring that policies and procedures are adopted throughout.

CG content-270819

Our UK offices have sent zero waste to landfill since 2017. All offices continually seek to improve their recycling statistics and in 2018 more than 75% of waste from the UK offices was recycled.



In accordance with our certification standards, we have committed to transparent public reporting of the following sustainability measurements in our UK offices and are proud of our efforts to continually improve upon our business' environmental impact.

To date, we have:



replaced plastic drinking straws with paper straws



provided colleagues in the UK with a reusable hot drink cup



removed disposable plastic cups and provided glasses in all offices



removed single-use disposable cutlery from the restaurants



removed plastic stirrers from kitchenettes



removed single-use sauce sachets from the restaurants



replaced plastic film-fronted sandwich bags with paper bags



replaced fizzy drink plastic bottles with cans



replaced tea bags with those that do not contain plastic



incentivized colleagues to use crockery instead of disposable food containers by providing a piece of fruit



where possible, replaced desk bins with central recycling and general waste points – thereby eliminating plastic bin liners from multiple bins



increased the number of recycling bins for plastic bottles and provided clearer signage



participated in CR events aimed at cleaning rivers and canals of plastics



reduced the number of magazine subscriptions (delivered in plastic wrapping)

Travel

We recognize that business travel is a major contributor to carbon footprint. Travel by car, bus, train or plane produces large levels of nitrogen oxides, carbon dioxide and PM¹⁰. To minimize our effect on the planet, travel by public transport is actively promoted and private car use discouraged.

We recognize that air travel generates huge levels of carbon emissions and where possible we avoid the need to fly by using technology to communicate with clients and colleagues around the globe.

Road (automobile) usage

2018	849,914 km
2017	978,597 km
2016	912,504 km
2015	944,596 km

Rail usage

	km		
Year	National Rail	Eurostar	Total
2018	5,792,799	70,037	5,862,836
2017	6,329,424	79,042	6,408,466
2016	6,330,540	84,319	6,414,859
2015	7,274,820	75,813	7,350,633

Paper usage/purchased

The key activities of Eversheds Sutherland produce large quantities of printed material. We continually strive to reduce levels produced, and ensure that all discarded paper is recycled. Our UK business only uses paper produced from sustainable forests (FSC certified) and levels of consumption continue to reduce on an annual basis.

2018	212 tonnes
2017	224 tonnes
2016	253 tonnes
2015	307 tonnes

Energy savings

Electricity	
2018	11,046,733 kWh
2017	11,264,601 kWh
2016	11,801,054 kWh
2015	12,016,702 kWh

Gas	
2018	3,547,544 kWh
2017	5,661,504 kWh
2016	6,473,996 kWh
2015	6,117,531 kWh



World Environment Day

Our international offices launched an annual photography competition to celebrate World Environment Day with our staff and their relatives. Each office made an individual pledge to decrease their environmental footprint in ways that worked best for them. Eversheds Sutherland's Paris office revamped its recycling methods and discontinued the provision of plastic bottles in meetings. The UK office also adjusted its refreshments equipment by replacing disposable plastic-lined coffee cups with reusable cups in its coffee bars and restaurants.

One Award

Do One Thing Differently – Earth Week

Eversheds Sutherland encourages employees to commit their time and energy to environmental sustainability during Earth Week. Each year we honor employees who "Do One Thing Differently" to limit their carbon footprint with a "ONE Award." Award nominees acted more sustainably by diligently recycling paper and plastic items, educating others about the negative impacts of plastic while limiting their use of it and committing to using reusable water bottles instead of disposable ones. ONE Award winners won a \$500 donation to the charity of their choice. Award winner, Rebecca Menso from our Washington, DC office, chose to donate her winnings to the Glut Food Coop – a natural food store that provides affordable, quality foods to its local community.

- **100% of our US offices' estimated energy usage is offset** through an annual purchase of Renewable Energy Credits (RECs).
- US offices have been able to reduce paper printing by **50% over the last ten years.**
- Commuting incentives are available to encourage employees to **cycle, carpool or take public transportation.**
- In the US, we use LEED-certified buildings or office space for all leases and **favor Gold or Platinum LEED-certified spaces**, subject to limited exceptions.
- Our active US Sustainability Committee operates with a mission statement to develop practices that enable us to **conduct our business in an environmentally sustainable manner**, while not compromising but enhancing client services.



The Wildfowl and Wetlands Trust

Eversheds Sutherland is proud to maintain its partnership with the Wildfowl and Wetlands Trust (WWT), supporting their global efforts to preserve wetlands around the world. During 2018-2019, 640 colleagues and their families attended the centers and supported WWT programs.

"Eversheds Sutherland is an important strategic partner in our mission to create, restore and protect precious wetland habitat to build and support biodiversity. With Eversheds Sutherland's support over the past few years, we've carried out vital conservation work across our centers, from monitoring butterfly populations at WWT Llanelli, to creating breeding habitats for Terns at WWT Castle Espie. What's more, Eversheds Sutherland employees are hugely engaged with the work we carry out to maintain our special wetland habitats, participating regularly in team volunteering days to support our wetland reserve teams to carry out essential conservation tasks. Eversheds Sutherland teams are hardworking, ever ready to get stuck in to any of the tasks set them!"

Kristen Pye

Wildfowl & Wetlands Trust





Awards

ISO accreditation

Social Mobility Awards

Cardiff wins Corporate and Social Responsibility Program of the Year 2019 at the Wales Legal Awards

Our Cardiff office really does embrace our purpose and live our values with their work in the community. Support is provided to a full range of worthy causes and charities, with staff members working collaboratively with local charities such as the Trussell Trust (the local Cardiff Foodbank), Bobath Children's Therapy Centre-Bobath, Ty Hafan a local Hospice, and Llamau, the local EndYouthHomeless charity partner.

"We were delighted that our Cardiff office won the Corporate and Social Responsibility Program of the Year at the Wales Legal Awards in 2019. The award is a reflection of all the fantastic work led by our colleagues in Cardiff."



Kathryn Roberts
Senior Office Partner,
Cardiff, UK



Georgina Voogd, winner of Junior Solicitor of the Year, was nominated for Lawyer of the Year at the Law Society for her pro bono work.

This includes volunteering at the Cardiff Employment Law Clinic and participating in the Employment Tribunal Litigant in Person Scheme that is run at the Cardiff Employment Tribunal. She also sits on the Wales Employment Law Association steering committee, is a co-chair of our Perspective (LBGTQ) network, assists with our Unlocked program and supports on various charity and fundraising events in our Cardiff office.

John Fleming Lifetime Achievement Award

John Fleming was honored with a Lifetime Achievement Award by the Daily Report during its Georgia Legal Awards. For a litigator, John Fleming has garnered two reputations that are hard to beat: "Bet the company" and "Bet my life."

"John is an exceptionally skilled litigator and a lifelong devotee of pro bono work who has made a significant impact on the Georgia community," said Mark D. Wasserman, Co-CEO of Eversheds Sutherland. *"His commitment to helping the most vulnerable individuals has been exemplary and long been admired in the legal community locally, nationally and globally. We are proud to see him formally honored with this award."*

John has been with Eversheds Sutherland for 44 years, served on the firm's Executive Committee, as Head of the Litigation practice group, and now as our full-time US Pro Bono Partner. He won reversals of a death sentence by the US Supreme Court and Georgia Supreme Court, eventually winning a life sentence before a jury (and Court TV). Most recently, John worked with a team of our lawyers challenging the government's family separation policies; worked on one of the largest labor trafficking cases in US history; has started another case for a death penalty defendant in Georgia; and is leading a major class action to protect medically fragile children from losing their skilled nursing care. John truly lives our shared purpose and values.



Melissa Fox honored for leading pro bono transgender name change project

We launched a partnership with the Atlanta Legal Aid Society in 2017 to help transgender clients change their names to reflect their gender identifies, which is especially helpful when applying for medical care and other public benefits. Melissa Fox spearheaded the project from day one, taking on several name change and birth certificate gender marker cases, while recruiting other Eversheds Sutherland lawyers to join the team on these cases. Most recently, Melissa was honored with an award from the Atlanta Legal Aid Society for her pioneering work on this project.

"My proudest moments practicing law have come from helping real people with their basic legal needs through Atlanta Legal Aid Society's Pro Bono Program. Whether for a name change, birth certificate amendment, landlord tenant dispute, or drafting a simple will, volunteering with ALAS has empowered me to service individuals with serious legal needs but limited access to the legal system."



Melissa Fox
Associate
Atlanta, GA



GAIN Law Firm of the Year

Eversheds Sutherland is proud to receive the Law Firm of the Year Award at the annual Georgia Asylum and Immigration Network Gala for our long-standing partnership representing asylum seekers and victims of trafficking.

"GAIN has been extremely proud and honored to work alongside Eversheds Sutherland for the past fifteen years. Eversheds Sutherland has shown their commitment and dedication to the pro bono community through their representation of the most vulnerable of immigrants - asylum seekers and victims of human trafficking, domestic violence and sexual assault - all of whom are GAIN clients. We are grateful to this firm for their innovation in piloting our first Asylum Clinic and for historically representing cutting edge immigration cases. The expert pro bono representation done with compassion for our clients and their legal needs makes Eversheds Sutherland a beacon of light and hope for the immigrant community and a leader in the legal community."

Monica Modi Khant,
Executive Director, Georgia Asylum & Immigration Network



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