

| Impact | Report

WORKING RESPONSIBLY TO ENSURE SUCCESS

July 2021

foreword

It is with great pleasure and pride that we publish our first Sustainable Business Impact Report. As a firm, we have a long tradition of doing business responsibly and giving back to the communities alongside which we work. In recent years, we have become more structured and organised in the way in which we approach our sustainable business activities. Sustainable business is a core pillar in our Strategic Plan 2020 – 2023. In that plan, we undertook to report annually on the impact of our sustainable business activities and this report is delivering on that commitment.

As you will see in this report, notwithstanding the pandemic, as a firm we have managed to achieve a great deal in the sustainable business area across all of the core pillars – charities, pro bono work, volunteering, workplace and the environment.

There are a number of people that we would like to thank and without whom our sustainable business activities would not happen.

Firstly, we would like to thank our partners in the community who work with us to achieve our sustainable business goals. It has been a real pleasure to work with so many diverse organisations and we are constantly amazed and humbled by the incredible work that they do.

Jean Maxwell, our Sustainable Business Manager, and Carolann Minnock, our Pro Bono Associate, deserve special mention. Together, they manage the day to day activities that are described in this report. Their contribution has been enormous. Likewise, the members of our Sustainable Business Committee who oversee the whole operation and of course the members of the sub-Committees of that Committee (each of whom are listed in the Appendix to this report).

Finally, we would like to thank everyone in the firm for the fantastic work that they have done on our sustainable business activities over the past year. Without people in the firm becoming involved and without their commitment, enthusiasm and passion in this space, very little of this would happen.

We can all be very proud of what we have achieved together.

Geoff Moore Managing Partner Rachel Hussey Chair, Sustainable Business Committee 1

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Being a sustainable business is one of the key pillars of Arthur Cox's strategy. We have a proud history of engaging in meaningful activities that benefit our employees, communities and other stakeholders.

For many years, our Corporate Social Responsibility (CSR) programme has been a reflection of these activities. As conceptual frameworks for corporate responsibility and sustainability have evolved, so too has our approach. We want to build on the solid foundation of our rich heritage of giving back to the community. As a forward-thinking firm, we are keen to stay ahead. In 2020 we took the decision to evolve our CSR programme into something more. We want to integrate social and environmental concerns into our decision-making and our mainstream operations. We strive to continue to take responsibility for our impact on society and to integrate sustainable and responsible business practices across our business.

As one of Ireland's leading legal firms, we recognise our duty to encourage and promote a culture of pro bono work, not only within our own firm, but also amongst our peers so that collectively we can improve access to legal advice for people in need. Being a sustainable and responsible business is aligned with our core values and this means that we are also committed to minimising our impact on the environment.

We understand that sustainability is a journey not just for us, but for all businesses today.



Our clients are at various stages of their own Environmental, Social and Corporate Governance (ESG) journeys.

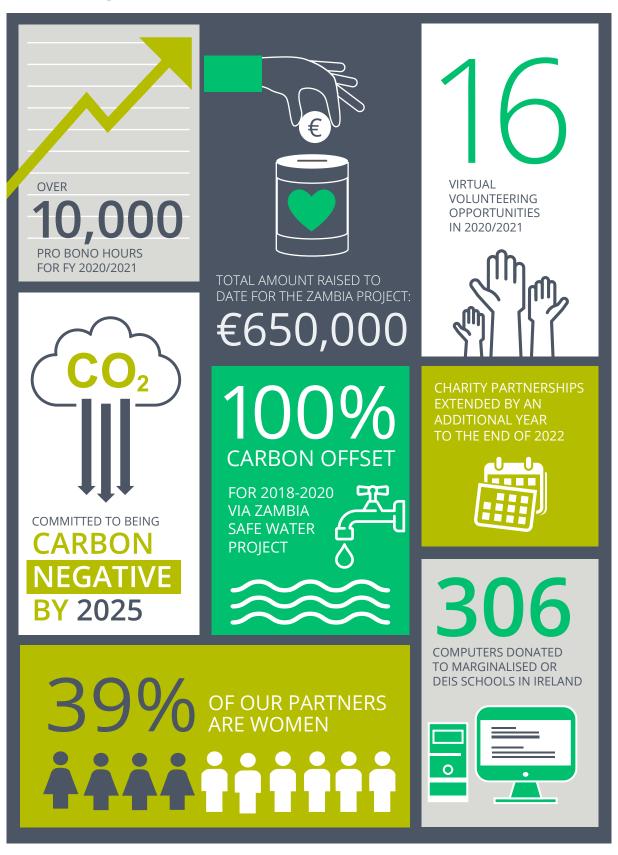
We advise on sustainable finance and what ESG legislative measures mean for our clients. For more information please click here.

Governance of our Sustainable Business programme is important to us. Our Sustainable Business Programme is overseen by the firm's Sustainable Business Committee which consists of senior partners and business leaders from across the firm that report directly to the firm's Management Committee. The programme is co-ordinated by a dedicated Sustainable Business Manager and is implemented by a number of sub-committees with staff representation from all areas of the firm. Through this diversity we ensure success.

The Arthur Cox Sustainable Business Impact Report 2020/21 examines our achievements and progress over the past year. We have mapped our activities across the four internationally recognised core dimensions of a sustainable business programme: Community, Workplace, Marketplace and the Environment.

We are excited about our future journey on the road to a more sustainable future, and we acknowledge that this is a journey and there is still much more to be done. The aim of this report is to demonstrate our impact over the past financial year and to communicate our commitment to sustainable outcomes for our business, our people, the environment and the communities in which we operate.

at a glance...





One of the key objectives of the Arthur Cox Sustainable Business programme is to have a positive impact on the community by working with organisations that engage in activities that specifically support educational development and also benefit children.



CHARITY

We believe that as a firm we have an obligation to give back to the community in which we operate. We do this in a number of ways through our charity partnerships, our volunteering programme, our support of the arts and educational institutions and through the provision of probono legal services to those who need it most.

Firm-selected charity partnerships

When it comes to working with charities, we firmly believe in partnerships because that means there are benefits for everyone involved. In December 2020 the firm took the decision to extend our current charity partnerships by an additional year, given the devastating impact of the pandemic on the charity sector as a whole and the uncertainty created as a result. Our current partnerships will therefore remain in place until the end of 2022.

As part of our commitment to charitable work, the firm selects three principal charity partners to work with. These partnerships involve more than just financial support – assistance is also offered in relation to marketing activities, event hosting, pro bono work and volunteering. Everyone at Arthur Cox is invited to be involved in the selection of our charity partners. A staff survey is conducted and the top ranking charities receive support for a two-year period. Our last survey was conducted in July 2019 and the charities that received the most votes were:

- The Alzheimer Society of Ireland
- Dublin Simon Community
- Solas Project







In a year like no other our three charity partners were forced to restrict or remodel many of their services and cancel key fundraising activities, despite the fact that their services and the required funding was needed more than ever. In February 2021, our Volunteering Sub Committee came up with the idea for a firm-wide wellness initiative that also ultimately benefitted our three charity partners. The Arthur Cox Fit4Feb Challenge encouraged everyone to join together virtually, improve their general wellness and fitness while raising money for charity. The month long challenge motivated our people, encouraged more virtual collaboration and promoted the importance of staying fit and getting regular exercise while working from home. It was a fun way to stay connected with colleagues and to meet new staff members virtually outside of the usual day to day remote working environment. But most importantly it raised much needed funds for the firm's charity partners over an intensely competitive four weeks.

Throughout the year the firm also hosted a number of virtual information and fundraising sessions with each of our three charity partners. These were opportunities for the charities to engage with our people and to update them on the excellent work that they continue to do on the front line.





Pat McLoughlin CEO, The Alzheimer Society of Ireland:

"The Alzheimer Society of Ireland's charity partnership with Arthur Cox has been a tremendous success and has really helped to support our vital supports and services for the 64,000 people who have dementia across Ireland.

We are very grateful to the management and staff of Arthur Cox who have taken such a keen interest in our charity during the partnership which has given our charity an opportunity to not only raise funds for our supports and services, but has allowed us to bring awareness of dementia to an even wider community.

The staff and management have been really engaged with the partnership and the support has been fantastic with an annual Christmas donation and support for our various events as well."

Amy Carey CEO, Solas Project:

"This past year has been an incredibly challenging one for us at Solas Project and for the children and young people we support. The continued generosity of Arthur Cox during this time has been a huge encouragement to us as we adapted to the challenges COVID-19 brought. This partnership has enabled us to continue our supports to some of the most vulnerable in our city and we look forward to further engagement opportunities in the months ahead."

Sam McGuinness CEO. Dublin Simon Community

Dur vision is to make home a reality for the men, women and children for whor nome" feels like an insurmountable challenge. Arthur Cox has enabled us to ontinue our vital work, providing direct access to homes for people who would therwise remain trapped indefinitely in emergency accommodation

Arthur Cox's funding in the last year has been allocated to where it's been needed nost, on the front line. With Arthur Cox we supported 2,262 adults and children into nomes and prevented 358 individuals from entering homelessness in 2020.

Our one-to-one counselling sessions were able to meet unprecedented demand and 125 families were supplied with the essentials they needed to transition out of homelessness and into homes. Thank you to all at Arthur Cox for helping to make home a reality for our clients."

OUR LEGACY CHARITY PARTNERS

In addition to our regular two-year charity partnerships, the firm has longer-term relations with certain charities for legacy reasons.

In 2020 the firm confirmed its continued support of Boardmatch, the only Irish charity that specialises in not-for-profit board recruitment, for another three years. Founded by Mary Redmond, RIP, a former partner at Arthur Cox, Boardmatch connects leading organisations with individuals who are interested in volunteering their skills for board vacancies. Over the years we have worked closely with the team at Boardmatch to place members of our staff on the board of many of the country's leading charity and non-for-profit organisations.

The firm has also been a long-term supporter of the Irish. Motor Neurone Disease Association (IMNDA). After a bravely fought battle with Motor Neurone Disease, our former colleague, Loretto Dempsey passed away in March 2017.

Inspired by her work as an ambassador for the IMNDA, the firm established a legacy with the charity through the Loretto Dempsey Placement initiative. This provides the charity with valued day to day resource as it helps many others in Ireland today with MND. In early 2021 the firm confirmed its commitment to the IMNDA for another three years.

We are also pleased to be a long-term partner of Rethink Ireland, as it continues to find and back the most innovative solutions to Ireland's most pressing social issues. Through our support of Rethink Ireland we help identify charities and social enterprises working in communities across the country who need resources to nurture their ideas so that they ultimately prove effective in their local communities. The firm was pleased to also renew its support of Rethink Ireland in 2021 for a further three years.

VOLUNTEERING

Volunteering is part of the fabric of our culture at Arthur Cox. We have a number of long term volunteering partnerships with organisations such as The Early Learning Initiative, Special Olympics and St Vincent de Paul as well as assisting our firm-selected charity partners with their volunteering activities whenever possible. We also have our own Arthur Cox sustainable volunteering initiatives. Since 2008, the Arthur Cox Zambia Project has sought to raise the standards of living in some of the most rural regions of Zambia, by developing sustainable health, education and agricultural infrastructure, hand in hand with local communities. In addition we also run the PRIME work experience for young people from socially disadvantaged backgrounds that has gone from strength to strength thanks to the commitment of the firm's volunteers.

With the arrival of the pandemic in 2020 however one of the things that concerned us was how we could continue to provide volunteering opportunities for our people. Despite this, over the past 12 months we have organised 16 different virtual volunteering opportunities as part of the firm's volunteering programme with organisations that included: ALONE, Age Action, Family Carers Ireland, The Early Learning Initiative, the Alzheimer Society of Ireland, Special Olympics and Rethink Ireland. Activities have included welcome calls, mentoring, coaching and the assistance of young people from disadvantaged areas for whom English is their second language. Going forward we want to encourage even more of our staff to get involved in volunteering activities. We also want to improve our formal measurement of volunteering time and its impact. Many of our people are involved in numerous volunteering projects across the firm because they enjoy making a real difference and it has always been an integral part of our culture. We acknowledge that we have work to do when it comes to recording our volunteering time and even more importantly, assessing the impact these volunteering hours have in the community.

Volunteering Impact



*Figure excludes Pro Bono hours

COMMUNITY INVOLVEMENT: FOCUS ON EDUCATION

We firmly believe in access to education for all. An important part of our work within the community is our relationships with organisations that specifically support educational development and benefit children and young adults – particularly those from a disadvantaged background. The firm has a pool of highly-educated people who have careers based on the benefit of their education.

However for too many children and young adults today in our community, there is not a history of education in their families and they often lack the supports and direction to enable them to stay in school and remain focused. In addition to providing financial support, we have also developed opportunities for our people to get involved and to make a real impact on the lives of many young people.

We strive to link these activities so that our programme forms a 'path' for young people that enables us to play a small part in their education journey. As a firm we connect with and support young people from primary schools, through to secondary schools and eventually third level education.

Supporting the Educational Path





Secondary School

Arthur Cox PRIME and Virtual Legal Education Programmes



Third Level Education

TCD, UCC and DCU Access Programmes



CASE STUDY

The Early Learning Initiative

Arthur Cox is a long standing supporter of The Farly Learning Initiative (ELI) at the National College of Ireland and its work with vulnerable young people and their families on their educational journeys. ELI was set up in 2005 to address the problem of educational underachievement in marginalised communities. It works with communities to provide parent and child learning support programmes from early years right through to third level educational support. Research shows that intervention in early childhood is the most effective way of influencing the development and success at school of children from disadvantaged backgrounds.

The start of the pandemic in 2020 brought with it challenges for everyone, but it particularly shone a spotlight on the social divide in education for many disadvantaged communities. As part of our Sustainable Business programme we wanted to continue to assist our partner, ELI. With our staff working remotely, they now, more than ever, were interested in volunteering their time. However the safety of our staff and the provision of meaningful volunteering opportunities are of paramount importance to us. We were delighted when ELI very quickly came to us with innovative solutions that ensured our staff could continue to assist ELI in the wonderful work that it does. A full schedule of virtual engagements was put in place for the year that our staff were delighted to be involved with. These included some traditional ELI programmes that pivoted online and also some new virtual engagement programmes to help young people have the language, social, literacy and numeracy skills to succeed in education, even in the face of the pandemic. Over the past 12 months 35 members of staff have engaged through virtual volunteering opportunities with young people and their families from disadvantaged areas to assist them on their educational journeys.

Dr Josephine Bleach Director of the Early Learning Initiative, NCI

"The Early Learning Initiative is deeply appreciative of Arthur Cox's significant support and would like to acknowledge your role in expanding our programme from 400 participants in 2008 to over 14,500 in 2020. You have ensured that vulnerable children and young people will have the language, social, literacy and numeracy skills to succeed in education. Arthur Cox's volunteers have added value to many of our programmes including Opening the Door – Restorative Practice, Virtual Discover University and English Language Cafés. Your volunteers have accompanied young people in their learning, they have become role models, and enhanced the overall sense of community in the programmes by bridging the gap between the corporate world and the local area."



PRIME

Since 2011 Arthur Cox has developed and run the PRIME work experience programme. The PRIME programme began initially in conjunction with Allen & Overy and some other top law firms in the UK and we are proud to be the only Irish firm involved in the initiative. It is aimed specifically at second level students from communities where there is no tradition of further education.

This programme is unique. It is entirely separate to our traditional Transition Year work experience programmes. We work closely with key contacts in the school community to ensure that participating students come from communities and backgrounds that will benefit most from the experience.

The objective of the programme is to provide an insight into the world of business that these students, simply due to their background, may not otherwise have an opportunity to see.

Most of the young people come from communities and backgrounds that would not traditionally have had exposure to a professional services, or indeed in some cases to an office environment. To date over 250 students have participated in the programme.

Legal Education Programme

As part of our Pro Bono practice we partner with DEIS Schools to implement the Arthur Cox Legal Education Programme (ACLEP), which helps young people access legal information.

During the pandemic, ACLEP pivoted from classroom delivery to interactive online training. To date we have partnered with four DEIS schools to deliver interactive and fun legal education training. Over the past year 120 students have benefitted from this online programme which was delivered by a team of 50 Arthur Cox lawyers.



This programme has enabled delivery of online classroom sessions that provide students with awareness, knowledge and understanding of rights and legal issues, together with the confidence and skills they need to deal with disputes and gain access to justice.

Access to Education for All

The Trinity Access Programme (TAP)
Pathways to Law initiative has been
developed in partnership with the School of
Law in Trinity and it aims to inspire students
from under represented groups who are
interested in the law.

The initiative aims to provide students with the confidence, knowledge and tools to maximise their potential. The firm has been a long-time supporter of the programme and we work closely with the co-ordinators on key activities each year. These include mentoring and 'buddying' opportunities for Arthur Cox lawyers, particularly at key points during the year when applications are open for internships and traineeships. The firm is also a supporter of the DCU Access Programme and this summer is pleased to participate in the DCU Access to the Workplace programme.

Over the past year virtual information sessions have been set up with our Trainee Department to provide advice to both TAP and DCU Access students who are interested in careers at Arthur Cox. Thanks to our relationships with both TAP and DCU Access programmes, we have established contacts with the Education Liaison Officers in both universities who have also been invaluable in helping us expand both our PRIME and Virtual Legal Education programmes. Thanks to their advice and guidance in terms of DEIS schools, we have managed to select students that we hope benefit most from our programmes.

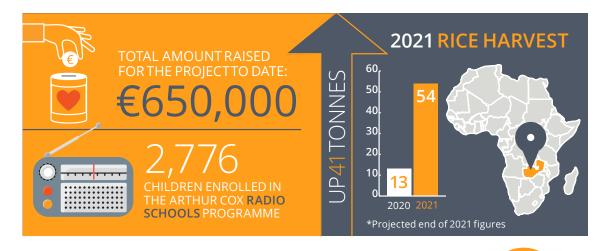
We have worked in partnership with the <u>Trinity Centre for People with Intellectual Disabilities</u> (TCPID) since 2018. TCPID's mission is to enable people with an intellectual disability to develop their potential by a combination of high quality research, dissemination of new knowledge, lifelong learning and professional training.

It provides students with intellectual disabilities the opportunity to participate in a higher education programme designed to enhance their capacity to fully participate in society as independent adults.

Following a successful internship in 2018 the firm was pleased to offer a TCPID graduate as a full-time member of staff. The firm was pleased to renew its support of TCPID in 2021 for a further three years.

ARTHUR COX'S LEGACY

Our work in the community is not confined to Ireland. We are immensely proud of the Arthur Cox Zambia Project which was set up in memory of our founder, Arthur Cox himself, who left a legacy of community and public service at home and abroad that remains central to the values of the firm today.



DASE STUDY:

The Arthur Cox Zambia Project

Since 2008, over 200 volunteer trainee solicitors from Arthur Cox have travelled to Zambia on 12 successful trips and raised approximately €650,000 to fund the project's initiatives. The inspiration for the project was the firm's founder, Arthur Cox himself, a philanthropist who moved to Zambia in the 1960s to work on the missions. The project aims to raise standards of living in some of the most rural regions of Zambia, by developing sustainable health, education and agricultural infrastructure, hand in hand with local communities. All funds raised go directly to the projects and all expenses are covered by the trainees themselves. To ensure sustainability, the project's initiatives are designed to become self-funding and are conducted within defined timescales with carefully managed handover to community leaders on exit, together with ongoing monitoring of progress. Capacity building through community decision-making, ownership and handover are key pillars of the project aimed at ensuring its success.

The project began in 2008 with the renovation of a rural medical clinic in the village of Masese in the Mwandi province, managed by a local stakeholder health committee established with the assistance of the project. The clinic provides services to a population of 5,700 people, and works included structural refurbishment, the installation of running water, and the construction of ablution blocks and a seven-bed maternity ward. The clinic was handed over to the Department of Health in 2015.

In 2015/16 the project launched a pilot programme in partnership with schools in Mwandi to deliver washable and re-usable sanitary wear for female students, who miss out on up to 6-8 weeks of school every year, resulting in increased school attendances. As a result, the project assisted its partners in establishing a small-scale manufacturing facility in the capital, Lusaka, to produce re-usable sanitary wear using fabric off cuts to schools across the country.

The project has pioneered a rice growing project in the wider Mwandi region. This empowers farmers to harness the floodplains of the Zambezi river to diversify from the stable crop maize and grow rice for the first time, together with other cash crops. The initiative was first scoped in 2009 to act as a backstop to protect against drought and maize crop failure which had plagued the region for many years. Following a decade of work with a focus on capacity building, community mobilisation, piloting and testing, and with the leadership and drive of the local community farmers, the rice project has flourished to create a burgeoning



rice industry in the region. This culminated in the establishment of the Loanja Rice Growers Company (LRG) in May 2019. The rice project now engages over 500 farmer households to produce rice for sale to market. The expected rice harvest from LRG field surveys in 2021 is now 54 tonnes, up from 13 tonnes on 2020. The project has also supplied six bore holes, with three further planned, to support growth of high value crops such as cassava, in community areas where rice growing conditions are less favourable.

In 2014, the project expanded its activities to the Chikuni region, to partner in the implementation of a radio school project delivering education across 17 rural locations to over 2,700 pupils. The radio school project provides a government approved curriculum to children who cannot attend formal schools due to geographic and financial barriers. As part of a school building programme to provide facilities to the rural communities involved, the project has worked hand in hand with community leaders to so far deliver six rural radio schools, with agricultural gardens, solar electricity and IT facilities.

Due to the COVID-19 pandemic the difficult decision was taken not to travel to Zambia in July 2020 and unfortunately this will also be the case for summer 2021. However despite this, fundraising still continues throughout the year so the ongoing projects in Zambia can progress. The project has also supported its partners in funding vital Personal Protective Equipment (PPE) for the hospitals, schools and farmers to help them manage the challenges faced.





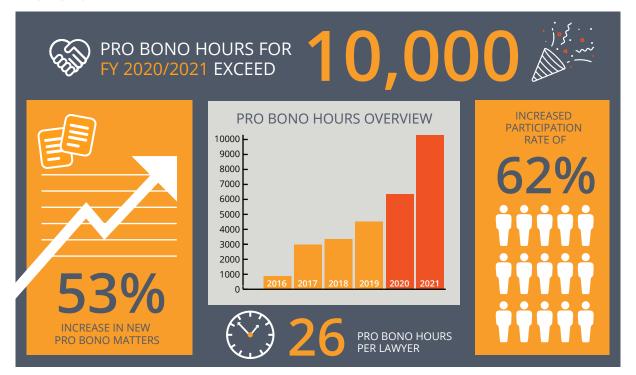
SUPPORTING THE ARTS - CULTURAL PARTNERS

We recognise that the arts are a fundamental component of a healthy community. They bring us joy, help us express our values and build bridges between cultures. That is why we have continued our support with our cultural partners over the past year.

We were pleased to support IMMA, the RHA, the National Concert Hall (NCH) and Business to Arts.

As part of the firm's International Women's Day celebrations in March 2021 we worked with the NCH on its livestream of 'Notes from a Quiet Land', a reflection of and response to our current world featuring some of Ireland's leading female voices in music and word. Most recently we were also pleased to sponsor the 'Best Large Sponsorship' category of the 2021 Business to Arts Awards. The award celebrated a business or organisation that worked with a not-for-profit or commercial arts organisation, venue or artist(s) in a sponsorship relationship.

PRO BONO



Pro Bono work is an integral part of our sustainable business strategy. We believe that universal access to justice is essential to the rule of law.

We provide free legal services to a wide range of clients, from individual refugees and people at risk of homelessness to not for profit organisations and charities. Providing high-quality legal services to those without the means to pay has long been a part of the firm's culture and part of our commitment to give back to the communities where we live and work.

We have assisted:

100	service users access information by supporting FLAC, Community Law and Mediation phone clinics
17	refugee minors apply for family reunification and citizenship
54	charities
120	students at four DEIS schools access legal information
4	Amicus projects supporting defence attorneys representing the most vulnerable in society to access fair representation
4	NGO partners through the Arthur Cox secondment programme

Pro Bono Highlights

As a founding signatory to the Pro Bono Pledge Ireland, launched by the Minister for Justice in 2020, we committed to providing 20 hours per lawyer annually in pro bono legal services. We are pleased to say that the firm has surpassed this target and achieved 26 hours pro bono work per lawyer this year.

We feel privileged to work in partnership with NGOs and charities who deliver frontline legal services to the most vulnerable people in the community. Through these partnerships, we develop pro bono projects to improve access to justice. Our first Arthur Cox Pro Bono Impact-Report produced in 2020 highlights the importance of this work.

Arthur Cox is one of 80 law firms that have pledged support to the Global Refugee Forum to demonstrate our commitment to protect and find solutions for refugees and others forcibly displaced. To date Arthur Cox has committed 1500 pro bono hours to working with partners such as the Immigrant Council of Ireland, the Migrant Rights Centre of

Ireland and through our participation in the Kids in Need of Defense (KIND) project



In 2020, the Arthur Cox pro bono practice received a Lex Mundi Pro Bono Foundation Award for Exceptional Pro Bono Contributions, <u>TrustLaw Domestic Law Firmof the Year</u> and we were pleased to be shortlisted for an Amicus Champion of Justice Award.

OUR VALUES IN ACTION

organisations in our community to develop pro bono projects to improve access to justice

Immigrant Council of Ireland

Through pro bono assistance and secondment placements, we have partnered with the Immigrant Council (ICI) for the past eight years. This secondment is the longest running trainee placement programme in the State.



Brian Killoran, CEO The Immigrant Council of Ireland

"The Arthur Cox secondees continue to increase our capacity to represent clients and carry out advocacy and policy work on behalf of migrants and their families. This is of huge benefit to the many Irish and migrant families accessing our legal services annually."

In collaboration with the ICI, Kids in Need of Defense (KIND) and the Irish Refugee Council we represent unaccompanied refugee minors in their applications for family reunification. To date over 50 lawyers across the firm have represented 17 clients. In 2021 we expanded this project to assist these young clients in their applications for citizenship.

CASE STUDY:

Reunification on behalf of a young refugee. We applied for the client to be reunited with his parents who are from Eastern Europe. Our client, now 21 years old, last lived with his parents in 2014. The application for reunification was successful and the family was reunited in Ireland in June 2021. Arthur Cox also provided the family with pro bono assistance in relation to obtaining emergency visa applications, which were necessary given the time sensitive nature of the Family Reunification grant. This was the first successful Family Reunification application under the KIND project in Íreland.

Speaking about the case our client said:

"I will forever be grateful for the assistance I received from the Arthur Cox lawyers in relation to my family reunification application. They were responsive and very kind. I am so glad to be living with my parents again. I'm 21 years are so that is perhaps an unusual reaction but, it

Climate Action



We are also pleased to work on the **Chancery** Lane Project to develop precedent clauses to help fight climate change. This project brings together legal professionals from all over the world to collaborate and rewrite contracts and

laws to support communities and businesses in helping the needle move in response to climate change. In 2020, Arthur Cox collaborated with law firms and in-house legal teams to establish the Chancery Lane Project - Irish Chapter. Together we are developing green clauses in the areas of corporate, finance, property, litigation and construction law to create opportunities for the legal community and our clients to support climate action.

Disability Rights



In 2018 Arthur Cox accepted a referral from Chime, a charity that promotes a better life for those impacted by deafness or hearing loss, to represent a 34 year old deaf woman who was placed in a

nursing home. The firm took proceedings against the Health Service Executive (HSE) in relation to the standards of care people with disabilities are entitled to. As a result, our client moved into an appropriate independent living environment where people impacted by deafness or hearing loss can thrive with access to a range of supports and services.

Migrant Rights

Many migrants face challenges accessing legal mechanisms to enforce their employment rights, as what exists in statute is not always the reality experienced by vulnerable migrant workers. The Migrant Rights Centre Ireland is a national organisation working for justice, empowerment and equality for migrants and their families. Arthur Cox works closely with the Migrant Rights Centre Ireland on casework matters, training and educational facilities and institutional support, such as GDPR and employment training. An example of this partnership is a referral we accepted to represent an immigrant woman who was trafficked to Ireland and forced to do unpaid work in human trafficking and modern slavery proceedings.

Karina Korotkevic **Migrant Rights Centre Ireland**



"With Arthur Cox's legal assistance and representation, we were able to serve and support many migrant workers and their families. MRCI is delighted and proud of our Pro Bono partnership with Arthur Cox. We hope that this relationship and collaboration will continue and that together we can help change the lives of migrant communities and tackle exploitation in Ireland."

Supporting Communities to Access Justice

Access to justice is a fundamental to the rule of law. However, many disadvantaged and vulnerable groups face challenges asserting their rights. Community Law and Mediation (CLM) is a non-profit organisation, which works to reduce and remove barriers to the law, on the basis that all people should be able to access basic legal information and advice regardless of their income and background. Arthur Cox supports CLM in a range of ways providing a full-time secondee to the Community Legal Centre in Coolock, and by providing legal research, legal education support, attending employment law clinics and advising on legal queries.



Rule of Law

We are proud to be part of a global team that provides legal casework support to individuals facing the death penalty in the United States.

For the past three years, we have collaborated with <u>Amicus</u>, a UK charity that conducts research and provides representation to those facing the death penalty in the United States.

Amicus assists the most vulnerable in society to access fair representation in particular people facing discrimination due to mental illness and intellectual disability.

Arthur Cox works with under resourced capital defence teams in the US at both a State and Federal level. To date approximately 100 Arthur Cox lawyers have assisted Amicus in its work to challenge the legality of death row judgements with an overall aim of ensuring fair trial procedures.



Margot Ravenscroft Amicus Director

"...the impact of the work carried out by the Arthur Cox team cannot be underestimated and is a key resource in upholding principles of international justice and human rights, Amicus is proud and grateful for the commitment and support from all our Arthur Cox caseworkers and for the firm for their on-going support of Amicus and our aims."

Pro Bono Secondment Placement Programme

The Pro Bono Secondment Programme at Arthur Cox is a great way for trainees to enhance access to justice. Secondees are placed with one of our pro bono partners such as the Community Law and Mediation Centre, Threshold or the Immigrant Council of Ireland for up to six months. Through this experience secondees engage in hands on and rewarding work and make a real difference by attending legal clinics, conducting public legal education for community groups or by supporting public interest policy campaigns. This experience enables secondees to develop their legal skills and create better outcomes for people most in need.

Jane Reddin Arthur Cox Secondee to Threshold

"From drafting affidavits and legal submissions to advocating before judges and adjudicators; from answering simple questions on tenants' rights to working tirelessly to find solutions for people on the verge of homelessness: this experience has undoubtedly given me the skills to be a better trainee and lawyer."



Community Sponsorship Programme

We provide ongoing pro bono support to Amnesty International Ireland in relation to the Community Sponsorship Programme.

Community Sponsorship is an innovative model of refugee resettlement, which offers ordinary people and communities in Ireland an opportunity to directly help refugees to rebuild their lives in safety and settle into their new communities.

For refugees arriving in Ireland, sponsorship provides a ready-made network of support. In addition, we are part of the <u>Cairde allies network</u>, which involves committing to promote sponsorship and continuing to provide legal expertise where possible.

O2.
workplace

A key element of our purpose as a firm is to provide fulfilling careers and experiences for our people, so that they can engage and perform at their best – for each other and for our clients. To ensure the best experiences, we continue to evolve our workplace through our culture, our use of technology and our ways of working. The past 12 months have provided us with the opportunity to demonstrate agility.



In March 2020 we rapidly pivoted to remote working and ensured all our people were enabled to continue to do their work effectively. We have engaged in surveys and focus groups across the firm to provide input on how we continue to provide flexible and hybrid ways of working into the future. Our People Strategy has also focused on how we continue to embrace feedback, leadership development and Diversity and Inclusion to ensure we have access to a wider diverse pool of talent, who are empowered to be at their best. Ongoing communication and connection during a year dominated by remote working has been critical. Our community and volunteering initiatives have provided great opportunities for our people to give back, but equally importantly, have also resulted in team-based fun while doing so. Our Fit4Feb Challenge was a great example of encouraging fitness, fun and virtual connections while raising much needed funds for our charity partners. Celebrating our progress and keeping our people connected, informed and engaged is a priority for us. We do this through our weekly electronic firm newsletter and regular updates from our Managing Partner and team leaders as part our Workplace communications strategy.

DIVERSITY AND INCLUSION

We recognise the importance of equality, diversity, skills and employee engagement to ensure our success as a business. We also recognise the access issues faced by many people from diverse backgrounds. In order to better reflect the clients we serve and the community in which we live, we will continue to explore how we afford opportunities to talent from diverse backgrounds and sections of society that are under-represented on our employee base. We have taken many steps on this journey, but we acknowledge that we need to do even more. For example, we have updated our assessment and selection processes and we are broadening our understanding of areas like Neurodiversity. Equally we know that key to the sustainability of our firm is investing in and valuing our people. We are continuously looking at how best to support and engage our people – both through ongoing review of our flexibility around ways of working, review of our recognition tools, and continued investment in Learning and Development through our Knowledge, Learning and Development team and strategy.

Arthur Cox was one of the first Irish law firms to introduce a formal initiative for gender diversity almost 12 years ago. The Women in the Firm initiative has been extremely well received, with its success attributable to a planned and strategically developed series of events which includes programmes for our women lawyers, events for women clients and regular internal seminars. We actively collaborate with external partners such as the 30% Club Ireland. Programmes that are run internally to support the Women in the Firm initiative include maternity coaching provided by an external provider, networking lunches, mentoring and leadership development training for senior women lawyers.

In 2020, we published our gender diversity strategy which includes targets for women partners. We are the only Irish law firm to publish such targets. We also rolled out a sponsorship programme for all female associates who are more than four years qualified.

Today 63% of our associates are women, 39% of our partners are women and our chair is a woman. In the recently published Lawyer European 100, we are ranked 12th in independent law firms in Europe for our percentage of women partners.



ALLIANCE

Fostering a true culture of inclusivity and openness requires a commitment to pro-actively support LGBT+ people in the workplace.

We have an established, formal network for LGBTQ+ people and allies that demonstrates to our colleagues that they work in an inclusive environment where they can be themselves and can bring their whole selves to work.

The aim of alliance is to foster an inclusive and open environment for the LGBTQ+ community, both within our firm and also in the wider Irish community. Membership of alliance is open to everyone in the firm, both those who identify as LGBTQ+ and their allies. We have run various training courses including Stonewall's "Being a Role Model", OUTstanding's "Being an active ally" and ShoutOUT's "The ABCs of LGBTQ+".

We are pleased to offer our support to a large number of university LGBTQ+ societies and are sponsors of Pink Ladies Hockey Club. For the past seven years, we have sponsored the annual Pride 5K Run and supported organisations such as ShoutOUT, BelongTo and TENL in a variety of ways.

THE OPEN DOORS INITIATIVE

As a member of the <u>Open Doors Initiative</u> we have taken a pledge to be an inclusive employer and to create pathways to employment for marginalised people. This year we were also pleased to collaborate on the <u>Cairde Allies Network</u> as it seeks to engage key areas of Irish society to commit to providing training and employment opportunities for refugees in communities around Ireland.



EMBRACE

EMBRACE is the firm's Race and Ethnicity Network which was formally launched on 14 May 2021 by the Lord Mayor of Dublin, Hazel Chu.

The aim of the network is to support recruitment, inclusion, retention and progression of people from ethnic minority backgrounds, both within the firm and in the wider community.

The network supports ethnic minority employees and allies through the provision of peer support, professional development, networking, social events, communications and external activities and promoting educational initiatives to increase awareness of the lived experience of those from ethnic minority and diverse backgrounds. EMBRACE is also focused on the wider community and various outreach programmes which support teenagers from ethnically and socially diverse backgrounds who have ambition to study at a third level college.



WELLNESS IN THE WORKPLACE

The health and well-being of our staff is of the utmost importance to our firm. To help ensure everyone is physically and mentally fit, we have implemented strategies to protect and support our staff.

We provide an Employee Assistance Programme to support our employees with counselling and information services whenever they require it.

The firm also offers annual mindfulness courses to employees and all employees can enjoy the benefits of our onsite gym and a variety of fitness classes. Despite the pandemic we were pleased to hold our annual Health and Wellbeing week virtually in October 2021 and it proved to be a great success as we hosted a series of online information webinars and classes, all promoting healthier physical and mental wellbeing.

The firm has a wide range of family related leave policies in place and in April 2021 was pleased to introduce our Parenting Buddy Programme. This was established to provide new parents with informal advice and support while also facilitating relationships between new and returned parents, particularly important during the current period of remote working. The objective is to help our staff to prepare for and return from family leave whether that be maternity, surrogacy, adoptive, shared parenting and/or new parent (paternity) leave.

LOOKING FORWARD

We will continue to evolve our workplace to ensure all of our people are supported, engaged and rewarded to be at their best, and to work in a connected and agile way.

We want to enable a diverse and inclusive culture, while embracing new technology and flexible ways of working in how we deliver for our own people.

Our clients and the community will be key to our ongoing sustainability as an employer and firm. In 2021 we will mobilise our new Hybrid Working Policy, our Digital Transformation Journey and we will also focus on the important area of neurodiversity as part of our Diversity & Inclusion focus and impact.



As a firm we understand that marketplace sustainability impacts how we interact with our clients, our suppliers and other stakeholders.

MARKETPLACE

Over the past year the market has changed, turning the traditional business model on its head. We acknowledge that as a sustainable business we too need to continue to change. We are constantly looking at new and innovative ways to do business.

As a firm we recognise the importance of engaging in responsible procurement that delivers not only long-term benefits to us as a firm, but will also benefit our stakeholders. Our journey has just started in this respect. We have taken the initial steps in the development of formal sustainable procurement policies.

In the past year we have actively engaged with our suppliers to explore improved ways of working with them in a more sustainable manner. This has included examining relationships with our waste and cleaning suppliers, our external catering company, and our IT equipment and stationery suppliers. The firm is in the process of conducting a vendor management review and as part of this sustainability will be a key consideration. We want to work with other organisations who share our commitment to being more sustainable businesses and this is now a key consideration when looking for new suppliers.

We have committed to the procurement of environmentally sustainable products and services where possible by ensuring consideration is given to service partners' environmental credentials in the selection process. We want our suppliers to demonstrate their sustainable credentials because, when we can, we want to work with organisations and suppliers that share our sustainable business ethos.



Our focus going forward is a refinement of our current policies and procedures in relation to marketplace sustainability. We want to refresh the way we work so that it makes sense not only for the community in which we operate, but also for us as a sustainable business.



Over the past year the implications of the climate crisis have become more evident than ever. For us environmental sustainability involves the integration of environmentally sustainable activities as a key part of our decision-making for our business. We want to ensure that the principles of the circular, net-zero economy are embedded within every aspect of our business and that we play our part in contributing to positive change.

We are committed to minimising our impact on the environment through the pursuit of a programme of monitoring and continuous improvement. We feel it is important to constantly review and report on our performance in relation to our impact on the environment, and we also want to promote a culture of environmental awareness throughout our organisation.

OUR CARBON OFFSETTING JOURNEY

In 2014 we engaged independent consultants to undertake the first comprehensive energy audit in our former offices. This study informed our decision to invest in best in class energy efficiency and to minimise the carbon footprint of our new Arthur Cox headquarters at Ten Earlsfort Terrace. Since moving to our new premises we have commissioned an independent audit of our direct and indirect carbon emissions for 2018, 2019 and 2020. In April 2021 we made the decision to offset our carbon emissions for each of these years (see infographic). As a result we have achieved carbon neutrality in our operations since 2018. We are committed to remaining carbon neutral by investing in certified sustainable sequestration projects that meet the highest ethical and environmental standards. By 2025 we aim to be carbon negative, offsetting double the amount of carbon that we emit. In parallel, we have committed to an ambitious strategy to reduce Scope 1, 2 and 3 emissions by 50% of 2018 levels by 2025. We are working with external consultancies to assist us in the delivery of the key measures required to achieve our carbon reduction goals.

ZAMBIA SAFE WATER PROJECT

We are delighted to report that in June 2021 we offset 100% of the firm's 2018, 2019 and 2020 carbon footprint1 by investing in the Zambia Safe Water Project via the carbon offsetting company, <u>CO2balance UK</u>. The Zambia Safe Water Project is located in the Lundazi District of Zambia where, to consume safe water, communities must purify water collected from unclean sources by boiling it over fires fuelled by firewood, resulting in the release of carbon emissions. CO2balance, works with its local partner, Reformed Open Community Schools, to rehabilitate broken boreholes to deliver safe water to rural communities, thereby reducing carbon emissions. To date 3,000 boreholes have been repaired. CO2balance develops projects under Gold Standard certification. The project will generate 16,000 carbon credits over the next five years. We have reserved 805 credits to cover the shortfall from the firm's 2018-2020 carbon footprint and 2,500 credits to cover our estimated footprint for 2021. Given the firm's connection to Zambia, we are pleased to invest in another project that fits with the firm's values and is located in a region of Africa that was dear to our founder, Arthur Cox himself. In addition to reducing

carbon emissions, the project also generates 'co-benefits' which contribute to the <u>UN's Sustainable Development Goals</u>, specifically SDG 3: Good Health & Wellbeing; SDG 5: Gender Equality; SDG 6: Clean Water and Sanitation and SDG 13: Climate Action.



¹5,858 tCO2e.

CARBON NEGATIVE BY 2025

By 2025, we aim to be carbon negative by supporting domestic sustainable sequestration, land use rehabilitation and biodiversity projects, with a view to removing twice as much carbon dioxide from the atmosphere as we emit. We are committed to science-based measurement of our carbon footprint - Scope 1, 2 and 3 and to report annually on our progress.

We will sign up to the Science-Based Targets Initiative later this year to ensure we have a clearly-defined path to reduce our emissions in line with the Paris Agreement goals.

We strive to embed awareness of our carbon foot print in all areas of our business, but in particular we want to reduce our air travel as a firm where possible. Going forward we will provide estimated CO^2 emissions for each business flight so that our people can make more informed decisions when deciding whether business travel is necessary.

We will explore alternatives so that we can provide more sustainable options through online meetings, events and other operations. We will continue to work with and seek out suppliers who can provide detailed and easy to access reporting.

CONSERVING NATURAL RESOURCES

The firm obtained ISO50001:2018 Energy Management System accreditation in June 2019 - the first commercial office premises in Ireland to achieve this quality standard for energy efficiency. The accreditation demonstrates not only the successful implementation of an Energy Tracking and Monitoring system, but also the commitment to demonstrate continuous improvement and reduction in energy usage year on year. A key objective for 2021 is to ensure we retain

this certification as we drive improved energy performance by working with key suppliers to improve efficiencies of our plant. With the closure of our office building at Ten Earlsfort Terrace due to COVID-19 for most of 2020, the firm devised a quick response to our energy needs - to reduce both our electricity and gas requirements. This achieved overall reductions for 2020 of 32% in electricity consumption and 35% in gas consumption when compared to our 2018 baseline.

Since 2018 we have achieved a reduction of almost 450 tonnes of carbon emissions.

Our office buildings have a number of sustainable energy features that help us conserve natural resources. We have installed a Combined Heat and Power (CHP) unit to maximise energy efficiency in our building's heating system. As a byproduct of the heating, up to 12% of our electricity needs are met by the CHP, which is then used throughout the building and minimises the need to use mains electricity. The use of an Ice Bank system for our cooling system means that 33% of our electricity load can be offset to the night time tariff which takes the strain off the national grid. We have also invested in solar thermal panels to supply hot water for our showers and wash hand basins and this helps to reduce our reliance on our gas-fired water boilers. We purchase 100% renewable electricity from a licensed electricity supplier for the balance of our electricity needs.

Our building at Ten Earlsfort Terrace is specifically designed to maximise water usage efficiency. As part of our office fit out in 2017 we installed a rainwater harvesting system that enables us to minimise our impact on the main water infrastructure. Our harvested rainwater is used for a range of purposes including WC and urinal flushing. This initiative, coupled with our LEED shell and core and fit out design, allowed for an overall water usage reduction by 3 0% in 2019 when compared to our previous premises water consumption.

MINIMISING WASTE

The firm's waste provider provides us with a combined average recycle rate of 93% for 2021. We aim to achieve Zero Waste to Landfill status and have already engaged with our waste and cleaning suppliers to start this process. In 2017 we introduced new ways of working in conjunction with our move into our building at Ten Earlsfort Terrace. This saw a significant reduction in our working paper files.

All staff were set up with dual screens in order to minimise the need for printing. We eliminated all individual desk printers and introduced centralised, secure, Follow Me print multi-functional device printers. All printing is set default to black and white and double sided settings. Our paper is 100% recyclable and we constantly monitor usage.

We constantly engage with our catering supplier to emphasise our commitment to becoming a more sustainable firm and to fulfil our carbon reduction commitments. Our catering supplier has its own Sustainability Working Group that has a passion for fresh, healthy food, and takes pride in supporting local growers within their supply chain. They are committed to sourcing ingredients in Ireland wherever possible and this in turn allows us as a firm to trace our food back to the farmer or grower. Looking forward, we want to bring more nature and biodiversity into our workplace. We are currently working with a honey bee conservationist to install a bee hive on our roof space to help with the conservation of the wild Irish honey bee and the rewilding of the Irish landscape. We hope to have our hive installed in autumn 2021 with the intention that our first swarm of bees will take occupancy in early spring 2022.





WORKING TOGETHER FOR A MORE SUSTAINABLE ENVIRONMENT

Over the past year we have worked with and collaborated with a number of organisations that are helping us in our commitment to minimising our impact on the environment.

The Sustainable Recruitment Alliance



In September 2020 the firm was pleased to join <u>The Sustainable Recruitment</u>. Alliance. This Alliance, which is led by Clifford Chance in the UK, aims to encourage employers who engage in graduate recruitment to take a more eco-friendly approach to early

talent recruitment. This includes the replacement of paper brochures with electronic versions and the reduction in usage of physical branded materials and merchandise. We were proud to be the first Irish law firm to join the alliance.

Grow It Yourself



As part of our objective to promote a culture of environmental awareness amongst our staff, in March 2021, we were delighted to host a webinar with RTE's Grow Cook Eat presenter, Karen

O'Donohue and Molly Garvey, Community Manager at <u>Grow</u> <u>It Yourself</u> (GIY), a not for profit social enterprise that helps people grow their own food at home, at school, at work and in the community. The webinar showed our people how to kick-start a six week food growing programme as part of their own wellness and sustainability journeys.

Green Team Network

The firm was pleased to be involved in the set up and implementation of the <u>Green Team Network</u> (GTN) in early 2021. The GTN is a forum for connecting and empowering change towards a sustainable environment within the Irish Funds industry. It aims to facilitate the connection of firm and staff to promote knowledge sharing across the industry and to support the implementation of collective environmental campaigns. GTN supports member firms in establishing committees dedicated to making a change within their workplaces and encourages them to take action.

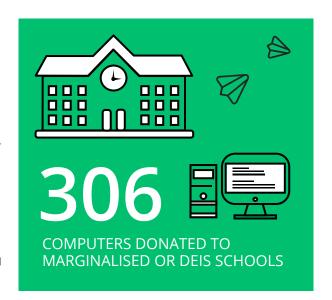


Net Zero Lawyers Alliance

The firm is the first Irish law firm to become a member of the Net Zero Lawyers Alliance (NZLA), having joined in June 2021. The aim of the alliance is to mobilise commercial law firms, lawyers and law for climate change mitigation and adaption.

CAMARA EDUCATION IRELAND

As part of our commitment to education and our support of young people in disadvantaged areas we have been working with Camara Education Ireland this year on its Tech2Students campaign to supply old laptops and computers from the firm as part of our Sustainable Business programme. Following an upgrade of the firm's laptops by the IT department, we had a significant number of laptops and computers that, once wiped and reconditioned, could be used by students who urgently need them here in Ireland. To date 306 computers have been reconditioned and donated to eight DEIS schools based in areas of socio-economic disadvantage and in some cases rural isolation or marginalisation. This is not the first time that we have partnered with Camara. As a result of our move to new premises in March 2017, the firm had over 650 computers which were wiped, refurbished and made ready for reuse. In association with Camara, the firm arranged for these old computers to be shipped to Zambia where they greatly benefitted the schools and partners of our own Arthur Cox Zambia Project.



Our commitment to the environment is a core pillar of our Sustainable Business programme. We believe that by being active and responsible citizens we can make our firm even stronger. Over the past 12 months we have taken huge strides on our journey and we are committed to continuous progress that is measured and tracked to ensure that we are playing our part in a better, more sustainable future for all.



The <u>2030 Agenda for Sustainable</u> <u>Development</u>, adopted by all member states of the United Nations in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs).

At Arthur Cox we are committed to being part of this development and ensuring that we manage our potential impacts, while maximising our opportunities to better prepare our society for the future. We aim to contribute to all 17 SDGs, as they all have some connection to our business.

Many topics such as poverty, health and wellbeing are a universal responsibility. However we have identified the following goals as those that best align with our current Sustainable Business programme.



GOAL	MISSION STATEMENT	OUR FOCUS
Goal 4: Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	An important part of our work within the community is our relationships with organisations that specifically support educational development and benefit children and young adults. Through our partnerships with the Early Learning Initiative, Trinity Access Programme, UCC and DCU Access programmes we work with young people from socio-economically challenged circumstances. Our PRIME work experience and Virtual Legal Education programmes are a further extension of this commitment. Our school building projects and continuous work with the local community on the Arthur Cox Zambia Project ensures that education is a priority for rural Zambian communities. Our participation in the Tech2Schools programme with Camara this year has provided IT devices to those who need it most to progress on their educational journeys.
Goal 5: Achieve Gender Equality and empower all Women and Girls	Achieve gender equality and empower all women and girls	In 2020 we were the only Irish firm to publish our gender diversity strategy which includes targets for percentage of women partners. We have also rolled out a sponsorship programme for our female associates. Outside of our firm we aim to ensure that all our community initiatives benefit a balance of both young women and men. In Zambia our Dignity Dreams programme specifically enables young women to stay in education for the full academic year.
Goal 10: Reduced Inequality	Take urgent action to combat climate change and its impacts	Our focus on education in disadvantaged communities both in Ireland and Zambia aims to reduce inequalities in both societies. Our commitment to pro bono work also helps to reduce inequality. We believe that universal access to justice is essential to the rule of law by providing free legal services to a wide range of clients who need our assistance.

GOAL OUR FOCUS MISSION STATEMENT Take urgent action to combat Over the past 12 months we have made significant Goal 13: Climate Action climate change and its impacts strides in our carbon offsetting journey. We have made a commitment to to be carbon negative by 2025 by supporting domestic sustainable sequestration, land use rehabilitation and biodiversity projects, with a view to removing twice as much carbon dioxide from the atmosphere as we emit. We work and collaborate with a number of organisations that help us in our commitment to minimise our impact on the environment, including our most recent collaboration on The Safe Water Project as part of our carbon offsets in Zambia. We were also pleased to be able to donate 306 computers as part of our IT recycling initiative and in collaboration with Tech2Schools and Camara that now benefit students across 8 DEIS schools in Ireland. Promote peaceful and inclusive Goal 16: We want to foster a true culture of inclusivity and Peace, Justice and Strong societies for sustainable openness amongst our people and we proactively Institutions development, provide access to work to build on this year on year with formal networks like alliance, EMBRACE and our Gender justice for all and build effective, accountable and inclusive Diversity Initiative. institutions at all levels We are also committed to selecting pro bono cases in areas of high unmet legal need, with an emphasis on work that will have a long-term impact and address systemic legal problems that affect disadvantaged, marginalised or vulnerable people. Our pro bono practice is a key part of the firm's Sustainable Business programme and it continues to go from strength to strength to address this need.

SUSTAINABILITY AT THE HEART OF OUR BUSINESS

At Arthur Cox, we have put sustainability at the heart of our business strategy. Our focus continues to be on building a long-term sustainable business for our employees, customers and communities for the future. We are proud of the progress we have made to date and the actions we are taking to further progress sustainability, both inside and outside our firm. We acknowledge that there is more to be done as we progress on this journey.

We commit to playing our part in building a more sustainable future for all, to continuously look at ways that we can improve and develop our current programme, while ensuring we lessen our impact on the environment.

Sustainable Business Contacts at Arthur Cox

SUSTAINABLE BUSINESS COMMITTEE MEMBERS

Triona Ferriter

Ryan Ferry

Rachel Hussey (Chair)

Karen Killoran

<u>lean Maxwell</u>

Alex McLean

Susan Meehan

Carolann Minnock

Rob Murphy

Philip Smith



Jean Maxwell

Philip Smith

VOLUNTEERING COMMITTEE

Alison Boyd

Aaron Boyle

Tríona Ferriter

Brian Gillespie

James Heary

<u>Iean Maxwell</u>

Louise McDonnel

<u>Audrey Keogh</u>

Eimear Power

Sherina Spillane

ZAMBIA LEADERS COMMITTEE

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Ryan Ferry

Fiona McGowan-Smyth

Amelia Walsh

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Karen Killoran

Jean Maxwell

Susan Meehan

Rob Murphy

Colette Newman

PRO BONO COMMITTEE

Aoife Coll

Amina Flynn

Brian Gillespie

Fintan Kerins

Sarah McCague

Edel O'Connell

Kim O'Dowd

Dáibhí O'Leary

Laura Rafferty

Bláithin Sheil

Zac Van Horn

Sinéad Williams

DIVERSITY & INCLUSION COMMITTEE

Fintan Clancy

Tríona Ferriter

Claire Fitzmaurice

Simon Hannigan (Sponsor)

Gráinne Hennessy (Sponsor)

Rachel Hussey

Kevin Langford

Joanelle O'Cleirigh

Stephen Ranalow

EMBRACE COMMITTEE

Gillian Banks

Rachel Barry

Tríona Ferriter

Claire Fitzmaurice

Sonam Gaitonde (Chair)

Moyna Grubb

Sylvia Julius

Catherine Murphy

Sam Prum

ALLIANCE COMMITTEE

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Catherine Murphy

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