

Linklaters

CR / Hong Kong

A new framework and new initiatives have reinvigorated our approach to corporate responsibility in the past year. Collectively, we have enacted our responsibilities as trusted advisor to our clients, valued colleague within the firm, engaged professional in our sector and a good neighbour in the Hong Kong community. We highlight in this sub-report some of our local initiatives. We have been particularly active this year in focusing on women, with the launch of our Women in Linklaters network (which has both professional development and client relationship elements); we have been involved as founding members of the 30% Club for board diversity; and we have continued our commitment to charities which support children in need (often predominantly girls). We have also maintained our thought leadership position in our largest local market with the China report, issued at a critical juncture in the economic and political cycle of the Mainland.

Our clients

China report

Linklaters' China report, published in late 2012, focused on how the country's next stage of economic growth will affect organisations and financial institutions worldwide as China reaches out to the rest of the world and the world increasingly interacts with China. Launched shortly after the change in China's political leadership, the report aimed to encourage client conversations about the impact of China's entry onto the world stage, from both a finance/capital markets and a corporate/M&A perspective.

- > Around 5,000 copies of the report were personally delivered by partners to clients worldwide
- > The report received press coverage in the UK, France, The Netherlands, Germany, Asia and Italy
- > Over 1,300 reports were downloaded via our website and the China report videos attracted in excess of 1,600 views
- > On LinkedIn the report secured another 5,300 views and generated 26 tweets

Our firm

Women in Linklaters

Women in Linklaters was launched in Hong Kong on International Women's Day in March 2013 and represents the firm's commitment (as a partnership and as an employer) to increasing the engagement of Linklaters' women.

Women in Linklaters is about engaging female talent by providing support and opportunities for Linklaters' women at all levels to continue their professional development and explore their full career potential, whilst ensuring that Linklaters is an engaging and inclusive place in which to work.

Through Women in Linklaters we also aim to become a more engaging law firm for our female clients to work with.

The network has already held a number of client events, including co-hosting, with The Women's Foundation and the Oxbridge Women's Network, "An Inspirational Evening with Anson Chan" as well as hosting clients at The Women's Foundation International Women's Day Gala Lunch and at Hong Kong's first Affordable Art Fair.

The Nesbitt Centre – office work placement

In 2012, Linklaters became the first law firm in Hong Kong to offer a work placement opportunity for an individual with a learning disability. Not only has this provided our employee with an opportunity to join the workforce, we believe it has and will continue to show others that a person with a learning disability has important skills to offer.

Compared to its Asian neighbours, Hong Kong has one of the lowest disability employment rates at 11% of people with a disability employed (China and Singapore have 85% and 56%, respectively). Our employee secured the placement through Hong Kong-based charity The Nesbitt Centre – and it marked their first placement opportunity in a 'city' office.

Our sector

The 30% Club launch in Hong Kong

The 30% Club Hong Kong – a group of chairmen and business leaders who are committed to increasing the representation of women on Hong Kong corporate boards – launched on 14 March 2013 at an invitation-only event where the Chief Executive of Hong Kong, C.Y. Leung, gave a keynote address about women on boards and the contribution of women in business to the Hong Kong economy. Launched first in the UK in 2010, the 30% Club is not a call for a quota; rather, the 30% Club supports sustainable business-led voluntary change to improve the current gender balance on Hong Kong boards. Stuart Salt, Asia Managing Partner, is one of the 41 founding members of the Hong Kong 30% Club and Robert Elliott, Senior Partner, is a founding member of the UK 30% Club.



Local highlights

78,000

hours of training, know-how and learning

1,421

hours of volunteering

146

hours of pro bono legal advice

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Presently:

- > Women make up 10.7% of directors of all listed issuers in Hong Kong, a percentage that has not improved over the last five years
- > This compares to 15% in the UK and 16.1% in the US, according to Catalyst data
- > 40% of Hong Kong issuers have no female directors on their boards; 37% of issuers have only one female director.

Our community

Po Leung Kuk

Po Leung Kuk ("PLK") currently runs over 230 units throughout Hong Kong, providing welfare, educational, recreational and cultural services to the community.

Linklaters' work with PLK focuses specifically on working with children from disadvantaged backgrounds. Many of them spend most of their hours in the PLK grounds, have little or no contact with any relatives or guardians, and it is up to volunteer groups like Linklaters to visit them and bring them a bit of cheer on a regular basis.

Linklaters has been supporting PLK since 2006, initially organising Tuesday evening playgroups with the children and more recently monthly outings and yearly "Big Days Out".

PEPY

PEPY Ride ("PEPY") is a relatively new organisation that we have been supporting since 2011. PEPY's mission is to invest time and resources in young people in Cambodia, working to connect them to the skills, systems and inspiration necessary to achieve their goals, raise standards of living, and improve the quality of education in their communities. Our office staff visited PEPY's operations in Chanleas Dai last year. The purpose of the trip was to see the impact of the projects first hand and to investigate opportunities for additional support whether it be legal, marketing, HR or IT.

We have been very impressed with the work PEPY has been doing in Cambodia which is why we have pledged nearly 30 thousand HKD to support PEPY's Junior High School Programme throughout 2013 and also to fund the university and high school education of 11 PEPY staff members.

Our environment

Implementation of the Hong Kong office Environmental Management System continues with staff working with the London Environment team on developing the required EMS registers.

In 2012, the Hong Kong office continued its involvement in a number of local environmental charities and events. Early in 2012, we had a great turnout for the annual Greenpower hike and we remain corporate sponsors of WWF Hong Kong. We invited a WWF director to present to the office on marine conservation and recent successes in relation to fishing rights in Hong Kong waters.

We have engaged with our landlord, Hongkong Land, to understand better the processes that they have adopted to improve recycling and sustainability. Hongkong Land have recently taken some positive steps such as recycling of fluorescent light tubes and the 'greening' of building tops and walkways in Central.

On measurement and reduction of our own environmental impact, we continue to be a member of WWF's Low-carbon Office Operation Programme – inputting office statistics for electricity, paper use and business flights on a monthly basis.

Case studies



Women in Linklaters

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PEPY

Over the last 18 months we have donated a total of 41 thousand US dollars to support PEPY's Schools Support Programme and PEPY's Junior High School Programme. Both of these programmes seek to enhance the standard of education and the educational opportunities for young people in Chanleas Dai.



Po Leung Kuk

Our support of PLK provides an ongoing opportunity for staff at all levels and language backgrounds to join together in a fun environment. Linklaters staff have spent approximately 350 hours engaged in activities with PLK.

