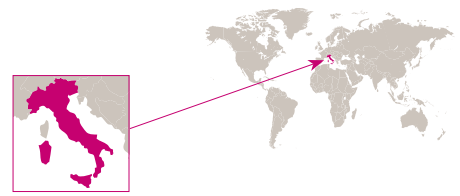


Italy

Over the past few years we have achieved a leading market position thanks to the skills and competence of our lawyers, the strength of our brand and our unique network of clients. We view client relationship management, strengthening our market position, developing our people, improving our community and protecting the environment as opportunities to put our considerable resources and capabilities to good use.



Clients and markets

Sharing our expertise and fostering know-how development

We have organised several seminars for clients and representatives from local regulatory authorities, centred on legislative developments and anticipated regulatory changes. One such seminar, attended by 40 clients, focused on the wave of restructuring activity and emerging best practice in that area, in light of Italian and applicable foreign legal principles.

Another seminar focused on Renewable Energy Sources (RES) and was attended by more than 60 guests, including representatives of the Italian oil and gas regulatory authority. The topics included the new regulatory regime and its impact on the RES sector in Italy.

Our fee earners and staff are also engaged in off-site lecturing, developing know-how and learning tools for in-house and client use, administering short courses and giving presentations on legal hot topics.

People

Professional development and secondments

Investing in our people is critical to the long-term success of our practice and a key focus in our Italian offices. The development of training materials, in-house courses and the secondment of fee earners to non-Italian offices and to clients support the continued development of our fee earners' skills and professional perspective.

17% of our lawyers took such a secondment this year. We provide English and Italian language courses

for our people and our fee earners attend the technical skills courses offered in London by the various practices.

Encouraging diversity

Diversity in the workplace is a key challenge, especially with respect to gender diversity, which is the focus of "Breakfast@Linklaters", a series of breakfast meetings organised and hosted by the Milan office. These meetings are attended by important guest speakers and women from the business, financial, political and cultural communities. Many of our clients send representatives to these meetings and have expressed great appreciation for the opportunity to network with colleagues from other organisations and share experiences relevant to women in the workplace.

Community investment

Partnering with leading businesses to support our communities

Linklaters in Italy is a partner of Sodalitas, an organisation formed by representatives of leading Italian industrial and service sector enterprises, including many of our largest clients.

Through Sodalitas we were able to establish volunteer programmes in support of local schools (the Enaip Project) and young adults with disabilities (Amici di Silvia) and in April we were guest speakers at "Sodalitas Day", an event celebrating the organisation's 15th anniversary and one of the largest corporate responsibility events ever organised in Italy.

Disaster response

Milan partner Jean-Marc Lefèvre spearheaded an initiative involving the Milan-based Fondazione Rava, the Saint Damien hospital in Haiti, and

Facts

82
people

Contacts



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Local highlights

29%
of our people participated in pro bono or volunteering

12
seminars/conferences to support our clients' continuous learning

10,397
hours spent by our people on training, know-how development and learning

17%
of our lawyers were seconded to clients and other Linklaters offices

10%
of our lawyers in Italy were seconded from other Linklaters offices

the French foundation L'ENVOL. This project is expected to enable several hundred sick Haitian children to be transported to France to be taken care of at the spectacular facilities managed by L'ENVOL near Fontainebleau.

At the Chateau of Echouboulain the children will receive medical and psychological care and be accompanied in a variety of games and recreational activities in accordance with the principles of “resilience therapy”.

Anti-discrimination campaign and legal advice to people with disabilities

Starting in July of this year, a small group of fee earners from Milan led by managing associate Marco Penna – including regulatory, administrative and labour law specialists – have agreed to work with LEDHA on a new project. LEDHA is the region's leading organisation for the defence of the rights of people with disabilities.

The centre will provide legal advice and assist victims of discrimination in accessing legal remedies following the adoption by the UN of the Convention on the Rights of Persons with Disabilities.

Environment

Go Green

Our Go Green volunteers created the 10 ECOMmandments, a list of savvy ways to reduce our offices' impact on the environment. A number of green initiatives were also implemented, such as the recycling of bottle corks to be donated to a Blood Disease Organisation, and paper (including the old copies of Civil Codes). In addition to initiatives to increase the level of recycling and the use of recycled materials, we are also improving printing efficiency to reduce paper consumption and reducing our energy consumption.

Case studies



Developing female business leaders

Led by partner Claudia Parzani, the Milan office has become an important contributor to Valore D, an association of Italian top executive women who discuss issues relevant to the role of women as business leaders in Italy. Valore D has significant visibility in Italy and its events are often covered by the national media. Participants promote nationwide discussion about the values of diversity in the workplace.



Post-earthquake fundraising for Haiti

At the beginning of the year the Milan and Rome offices of Linklaters raised funds for victims of the earthquake that hit the island of Haiti on January 12 this year. The funds were donated to the Milan-based Fondazione Rava, an affiliate of Nuestros Pequeños Hermanos (NPH), which manages the only paediatric hospital in Haiti. The fund-raising effort, led by associate Ettore Consalvi, included donations from all staff and fee earners which were then matched by the partners of Linklaters in Italy.



Amici di Silvia: volunteer work with young adults with disabilities

We work with the non-profit association Amici di Silvia, which provides support, recreational opportunities and social skills development to between 10 and 20 young adults with physical and mental disabilities. The activities are intended to help them to develop higher degrees of personal autonomy and improve their social and communication skills. Our participation sees Linklaters volunteers attend weekly meetings and other activities with these young adults.

Further information

Find out more about Linklaters' global approach to CR: www.linklaters.com/responsibility