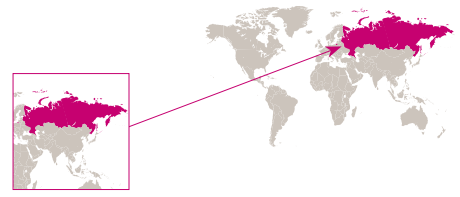


Russia

Building strong, long-term relationships with our clients, our people and the community in which we operate – this is what we at Linklaters Moscow feel corporate responsibility is all about.



Clients and markets

Reputational risk

Our ethical obligations to our clients, our people and the broader marketplace are always at the forefront of our thinking. When deciding whether to take on a new client or new work, we consider each case individually, working closely with our global risk management team to ensure that there are no commercial conflicts or ethical concerns.

Client secondments

During the course of this year, there have been several occasions when our clients have needed additional support in their legal departments and we have been able to assist by making staff available for secondments. This also helps us to understand our clients better, which in turn enables us to provide a better ongoing service.

Sharing our knowledge

We also support our clients by running seminars. These may cover legal hot topics that we want to bring to the attention of clients or they may be bespoke sessions covering areas of law that our clients have asked to hear about. Over the past year, we have organised a number of seminars on a wide range of topics, such as restructuring, professional negligence, distressed M&A, equity listings, shareholder agreements, international arbitration and antitrust.

People

Developing excellence

The success of our business depends on our maintaining a highly skilled, diverse and motivated workforce. We support our people at every stage of their careers by providing high quality, specialised training and access to complex, multi-jurisdictional work. We also provide paid study leave and financial sponsorship to those pursuing a relevant professional qualification.

Over the past 12 months, we have made further improvements to the in-house training we offer locally. One good example of this is our new induction programme for trainee lawyers. This has helped trainees to settle in quickly and to contribute on client work from an early stage.

International secondments

Our clients need globally-minded, world class lawyers. We encourage all of our people, both legal and support staff, to develop their international experience by spending time in another Linklaters office at an appropriate stage of their career.

Health and wellbeing

The wellbeing of our people is of paramount concern to us. We support our staff by providing, for example, flexible working arrangements and flexible benefit schemes.

We also provide a very popular sports club allowance that provides every member of staff with the opportunity to join a gym of their choice. The Moscow office also has its own football and ice hockey teams.

Facts

153

people

Contacts



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Local highlights

7

not-for-profit organisations supported by the office

23%

of staff involved in volunteering in the community

17

secondments from other Linklaters offices and 3 secondments to other offices

25,800

training, know-how and learning hours

We will always do as much as we can to help our staff in unforeseen times of trouble and we provide both financial and emotional support in these situations. In August, when Moscow was severely affected by the smog from forest fires, we undertook to minimise the impact on our people by making arrangements for our staff to stay away from the office during this period. Many chose to work from home whilst others temporarily relocated to another Linklaters office.

Community investment

Our approach to community investment is to build long-term relationships with the charities and community groups that we support. All donations are targeted to deliver significant and lasting benefits for our community.

In addition, our people in Moscow make regular personal contributions to various fund-raising initiatives. Most recently, we collected money and essential items for families in the Ryazan region, one of the areas heavily affected by the forest fires. Earlier this year, we held an office-wide photography competition. Staff submitted entries and then everyone voted for their favourites. The winning photos were then sold in a charity auction.

Volunteering

We actively encourage staff to participate in voluntary work. Just before New Year, approximately 20 volunteers from the Moscow office helped at a soup kitchen that supports elderly Muscovites on low incomes. Groups of 4-5 volunteers each spent a morning serving food, clearing tables and getting to know the elderly diners. The experience left a lasting impression on all those involved.

We also regularly invite representatives from our chosen charities to come to the office to talk to our people about what they do. These sessions take place every three to six months, and are an excellent way of keeping our people informed about the initiatives we support.

Pro bono

Pro bono is at an early stage of development in our office. However, this year we established links with the local office of the Public Interest Law Institute (PILI), an organisation which helps companies to identify suitable pro bono opportunities.

Environment

Managing our impact

As a business, we are aware of the impact we have on the environment and we regularly review our operations to ensure that this impact is minimised.

For example, our waste paper and glass are recycled and our printers are set by default to print double-sided to reduce the amount of paper we use.

Energy use

We have installed new technology to shut down IT equipment that is not being used automatically. Every evening, the software shuts down all PCs that are not being used while leaving equipment that is in use unaffected.

Business travel

Face-to-face meetings are an important way of building relationships with clients and colleagues. Where possible, however, for meetings outside Moscow, we hold audio, video or online conferences in order to reduce the need for air travel, reducing our carbon footprint.

Case studies



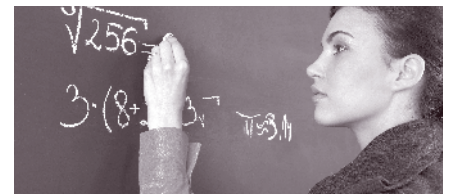
Supporting children's health

The Children's Oncological Hospital, Balashikha is one of the few specialist hospitals near Moscow that provides treatment for children with cancer. We have supported the hospital for the last four years. This year we helped the hospital to purchase expensive, but extremely necessary, medicines for cancer patients. We also funded the purchase of an anaesthetising machine, which ensures that medical staff can provide the proper dose of anaesthetic to each child.



Supporting children's education

ROOF (Russian Orphan Opportunity Fund) provides educational opportunities for children and young adults from Russian orphanages. We have been supporters of ROOF since 2004. This year, we helped fund its Moscow-based, specialised educational programme for orphans. Funds were required urgently when a major sponsor pulled out at short notice due to financial difficulties. In spite of this, ROOF was able to keep the programme going to the end of the academic year.



Inspiring achievement

This year, we supported two of the initiatives run by Partners in Hope. Firstly, we sponsored two bursaries to encourage students from orphanages towards secondary and higher education. Secondly, we were co-sponsors (together with PwC and E&Y) of a series of seminars for teaching staff in orphanages. These teachers receive very little training and support and so the aim of these seminars was to fill this gap.

Further information

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