

Linklaters

CR / Germany

Corporate responsibility is about achieving our vision and strategic goals while improving conditions for our people, engaging in the markets in which our German and international clients operate and supporting the local communities around our four offices in Berlin, Düsseldorf, Frankfurt and Munich.

Clients and markets

International engagement and global advice
Linklaters was awarded “German Law Firm of the Year” at the Chambers Europe Awards and legal publisher Juve ranked the firm in the top tier. It is the first time since the inception of Juve that another firm has been promoted to the narrowly defined group of first tier firms, with Juve arguing that “Linklaters’ list of clients reads like the ‘who’s who’ of the German economy.”

Two of our biggest projects recently were advising Deutsche Börse Group on its merger with NYSE and the takeover of Hochtief by ACS. These involved considerable cross-border regulatory complexity and were among the largest transactions in recent times in Germany.

We also advised financial investors Apax Partners on the \$1.7bn (£1.1bn) acquisition of the value-clothing retailer Takko Holding GmbH from Advent International. This was by far the largest private equity investment in the German market in 2010.

Risk management

Constant monitoring of changes and training ensures that we are always on top of risk management, from newly implemented legislation on the use of narratives for invoices to regular risk reviews in every office.

New encryption systems and technology that enable us to build information barriers faster and better form an important part of our weaponry.

Networking

Networking is a key aspect of personal and business development. So we have created an event that brings together career women from different walks of life who are active in business or politics. This year we ran a very stimulating event combining an architectural tour of Düsseldorf’s Media City with an informal get-together aimed at providing an opportunity for everyone to meet and talk, away from projects, transactions and regular business.

Increased value

We have set up a collaboration with banking clients which allows us to offer trainees the opportunity to split their traineeship between HypoVereinsbank (member of UniCredit, Munich), Barclays (London) and Linklaters (Frankfurt). Everybody wins in this collaboration, as the trainee benefits from a much broader experience and we gain potential recruits who have a better understanding of how the financial and the legal world interact. The programme, which started last year, has proven so successful that we have managed to extend it to another London-based client.

Supporting education

We continue to support EBS University in Oestrich-Winkel, a private university whose graduates will be an important future resource as they will have an understanding of both economics and finance law issues. We have supported the incorporation and the start-up of the legal faculty, kicking off in autumn 2011.

People

Well balanced

We remain committed to providing a work environment that combines challenging work with excellent training and good facilities for our people. We are aware that personal well-being sometimes depends on little things, so we try to make life easier for our people to manage their own health and wellbeing, for example, by installing a shower so that our lunchtime running group can refresh, improving our facilities for the disabled or negotiating a reduced meal price for our staff with the Frankfurt canteen operator. New mothers and fathers receive enhanced parental leave, an offer our male associates increasingly take up and in Frankfurt and Munich we have made a number of crèche and kindergarten places available. We also have sponsored gym facilities and have participated in a variety of charity runs and football tournaments.



Local highlights

758

people

243

attendees on
training courses

202

“Referendars” (legal interns)
and work placements

35

secondments to or
from offices abroad

148

colleagues work flexible
or part-time, 36 of whom
are male

25

colleagues from 25 countries
work in our German offices

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Global village

Linklaters Germany consists of people with a wide variety of backgrounds and we promote a global mindset firm by supporting a substantial number of secondments, either to other Linklaters offices or to clients.

An international highlight was provided when we hosted a group of students as part of the Bucerius Law School Summer Programme. With a combination of training and fun activities, we hope to have left an indelible impression.

Our approach is bearing fruit. In the Azur survey, which assesses Germany's most desirable law firms to work for, we came out No. 1 with recruits and No. 2 with recruits and associates.

Innovative blend

We recently won the Legal Education and Training Group (LETG) award for best use of technology in training for the Linklaters Law and Business School's internal faculty programme.

The programme comprises an innovative blend of approaches, including a virtual classroom, eLearning modules, blogs to share best practice and a tailored "train the trainer" workshop.

Community

Musikkindergärten

Educating children using music is the principal idea of the musical kindergartens in Düsseldorf. This is a unique project in Germany as it aims to create a sustainable network between the city of Düsseldorf, the owners of kindergartens, musical expertise and private sponsors. For three years now, Linklaters Düsseldorf has supported this project which is growing successfully within the city and would not have been possible without our engagement.

Mentoring

The beginning of the school year 2010/11 marked the beginning of a new community investment initiative run by the Berlin office. Building on the already existing relationship with the Alexander-Puschkin-Schule, a local school, the Berlin office is now offering a

mentoring programme to the students of the school. The aim of the programme is to help students with the transition from school to professional life and with the decision whether to continue with their educational training at university. Judging by its academic and professional results, the mentoring programme has been a great success and will be continued during the school year 2011/12.

Children who have children

Underage mothers, some as young as 12, are a particularly vulnerable group in society. For a number of years now, our Munich colleagues have supported House Deborah, which provides a safe environment for both the young mothers and their charges. To add a bit of fun, we have financed, designed and installed a new playground, which was warmly welcomed.

City life

The Gallus district of Frankfurt is a bit of a melting pot. It is a vibrant migrant community but also has high unemployment and few opportunities for those living there. In the heart of the district, "Kinder im Zentrum Gallus e.V.", a charitable organisation, has a decades-long experience of working to promote the district's development. Deutsche Bank and Linklaters support the organisation to create a very strong combination of entrepreneurial and social expertise, with the common goal to promote development through a combination of sustainable hands-on and financial support.

Environment

We have taken a number of measures to reduce our energy use and we have implemented a number of innovative initiatives, such as online bid invitations for our electricity supply.

Taking the carbon and the hassle out of travelling

Naturally there will always be times when only a face-to-face meeting will do. However, the number of would-be travellers who choose to use our Telepresence facilities instead has been steadily increasing ever since its installation. Telepresence provides an excellent alternative to meetings abroad for colleagues who want to spare the environment and their nerves.

Case studies



MENTOR (Reading Skills)

Promoting children's interest in reading and supporting them to learn to read is what MENTOR does. Linklaters Düsseldorf has supported MENTOR since 2010 financially and through volunteering as mentors. Around 10 members of our Düsseldorf staff spend an hour a week with "their" student at a local primary school to read, learn and laugh together.



Social entrepreneurship

Entrepreneurship is one of the things clients rightly expect from us. This is why we support Ashoka, a charitable organisation which supports social entrepreneurs, both financially and through letting them use office space in Munich free of charge.



Colleagues of tomorrow

Our training programme for "Referendare" (legal interns) is one of the innovative ways in which we invest in the skills of the next generation. Often copied but never equalled, it combines legal training with workshops which give a good glimpse at what work is really like "at the coalface". From the beginning, we aim to involve Referendars in many aspects of life in a law firm, in particular encouraging them to participate in our community investment activities.



On your bike

Our Frankfurt fleet of office bikes remain popular for short rides within the legal and financial centre where parking for cars is scarce. The bikes are regularly serviced and from time to time renewed.

