

Strong client relationships, developing our people, supporting our communities and protecting the environment are key responsibilities we need to meet to maintain our position as one of the pre-eminent transactional law firms in Italy.



Clients and markets

We remain close to our clients by providing information and guidance on the significant changes to the regulatory frameworks in which they operate. In addition to day-to-day advice, we send them newsletters and alerts centred on legislative developments.

We have also organised seminars and events with clients, such as the seminar with AIGI (association of corporate internal legal counsels) on the implementation of Directive 2007/36/CE on the exercise of certain rights of shareholders in listed companies and the seminar on executive compensation at EU credit institutions and firms incorporated in the European Economic Area, following the approval of the Capital Requirements Directive.

Since regulation is evolving significantly, especially in the capital markets area, we keep up to date with regulatory developments through active participation with regulatory bodies (for example with the Italian Stock Exchange Commission) and we review and respond to proposed legislation where appropriate.

Our fee earners are also engaged in lecturing and in giving presentation at major Italian universities and privately organised meetings and conventions.

People

Diversity and inclusion

We are a founding member of Parks, a not-for-profit organisation aiming to support member companies in the process of fully understanding and appreciating the business opportunities related to having in place a comprehensive diversity strategy. Parks will assist its members in creating an inclusive and respectful work environment, in particular for their GLBT employees.

Breakfast@Linklaters

Breakfast@Linklaters, the bi-monthly morning meeting led by Milan partner Claudia Parzani, is still one of the main gender diversity initiatives of the Milan office.

Both our female clients and our female lawyers and staff really appreciate and enjoy the seminar series as a whole, which has built up a good reputation in Milan, the idea being a first among law firms in Italy.

Unlike our usual in-house breakfast sessions, this year we held a drinks evening for the first time at the Bulgari hotel, which provided an occasion to network and get to know each other socially.

Training

To ensure the development of our people, we have organised several internal training sessions on different topics such as Covered Bonds and Eurobonds, Intellectual Property, and the Basel III rules.

These initiatives have been well received by our lawyers and have formed part of the continuous compulsory professional training.

Community

One of our global community investment themes is Venture Catalysts, using our skills and expertise to grow the capabilities of not-for-profit organisations. We organised with LEDHA – the region's leading organisation for the defence of the rights of people with disabilities – a course concerning discrimination based on disability. The course covered seven lessons and was aimed at alerting both lawyers employed in law firms and lawyers employed in not-for-profit organisations, local authorities and companies to the problems related to discrimination based on disability as well as supplying them with the relevant legislative framework. The course was the first stage of a wider project entailing the setting-up of a support, information and legal advice centre for people with disabilities.

Local highlights

91

people

25%

of our people participated in pro bono or volunteering

5

lawyers seconded to other offices and 8 lawyers hosted from other offices to build global experience and expertise

50%

female staff

11,500

hours spent by our people on know-how development and learning

Contacts

Andrea Arosio
Managing Partner
andrea.arosio@linklaters.com

Laura Marangione
Chief Operating Officer
laura.marangione@linklaters.com

Another global theme is Learn for Work, helping young people grow their skills, aspirations and experience. We are members of the “Sodalitas Foundation”, a leading corporate and social responsibility organisation, and, among other several initiatives, we are involved in the Europe-wide “Engage project”, aimed at facilitating the training and employment of young people.

As part of the Engage initiative, Sodalitas introduced us to the ENAIP vocational school, where we have volunteered our time, teaching English classes. We have also hosted several ENAIP students for their work experience in an international law firm.

Environment

Go Green Team initiatives

Although our environmental impact is relatively small, we still feel it is important to contribute to a sustainable future.

Our key operational achievement this year was the introduction of default double-sided printing which has increased printing efficiency and reduced paper and energy consumption.

Case studies

Support for troubled young people

We support the Beccaria Project, which aims to reduce the frequency of “relapses” by inmates of the correctional facility for minors, Istituto Penale Minorile Cesare Beccaria of Milan.

Cascina Nibai has agreed to take in some inmates dismissed from the facility, who have shown a willingness to change their life and have made the effort to learn a new trade.

Cascina Nibai is a not-for-profit, agricultural cooperative, which grows and distributes organic produce. At Cascina Nibai the young adults are expected to work with professionals in gardening and related activities, with social service operators and with other personnel who have specific experience in the training/rehabilitation of disadvantaged youth.

