

Linklaters

CR / Russia

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



Clients and markets

International outlook; local knowledge

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 a suitable stage in their career.

Winning the right work

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.

Supporting our clients

When our clients have needed additional support in their legal departments, we have assisted 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.

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.

People

Wellbeing and work-life balance

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 and the office has its own football and ice hockey teams as well.

Learning and development

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.

Listening to our people

Last year, the firm ran a Global Engagement Survey. In response to the results for our office, we established a "People Forum" to explore some of the issues further and identify possible solutions. Following on from this, and in conjunction with other offices, we ran a "Feedback Campaign", the aim of which was to encourage people to provide constructive and more regular feedback.

Community

Financial support

Our approach to community investment is to build long-term relationships with the charities and community groups that we support. All donations and grants are targeted to deliver significant and lasting benefits for our community. In addition, our people in Moscow make regular personal contributions to various fundraising initiatives. Most recently, we collected money to purchase gifts to give away at a summer party for children from refugee and low-income families.

Volunteering

We encourage our people to participate in voluntary work. For the second year running, just before New Year, volunteers from the Moscow office helped at a soup kitchen that supports elderly Muscovites on low incomes. This year we extended that support by carrying out two surveys, one at the soup kitchen for the elderly and one for UN registered refugees, which will help to improve the services provided by our community partners.

Local highlights

162

people

9

not-for-profit organisations supported by the office

25%

of staff involved in volunteering in the community

33

secondments from other Linklaters offices and 3 secondments to other offices

26,500

training, know-how and learning hours

Contacts

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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 continued to fund its specialised educational programme for orphans.

Our partnership with ROOF took an interesting turn a few months ago when a number of the orphans, keen footballers, challenged our office football team to a match. This relationship has developed and we now play together on a regular basis.

Environment

Managing our impacts

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.

We operate IT systems which automatically shut down computer equipment that is not in use. Every evening, the software shuts down all PCs that are not being used while leaving equipment that is in use unaffected.

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.

“It’s not always easy to find time to volunteer but, when I have had the opportunity, I often come away thinking, ‘**That’s the best thing I’ve done in ages**’. **I really admire the commitment of the people who work for these charities**. Seeing the work they do – and being a part of it, even for a short period of time – is such a reality check.”

Staff Member

Case studies



Photo: Devyn Everett



Helping refugees and victims of trafficking

MPC Social Services is a Moscow-based charity which provides the basic needs of food, healthcare, shelter and education to needy pensioners, women, children and refugees. Thanks to funding provided by Linklaters Moscow, this year MPC were able to re-launch its voluntary repatriation programme for refugees and victims of trafficking. The aim of the programme is for refugees and victims of trafficking to realise their right to return to their home countries. A member of our staff also sits on the programme's Repatriation Committee.



Supporting children's health

The Children's Oncological Hospital in the Moscow region town of 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 five years. This year we provided funding for the renovation of the hospital's bandaging room and the purchase of furniture and equipment.



“Linklaters Moscow has been **a primary supporter of our work both financially and through volunteer efforts**. Over the past several years, we have partnered together to create transformative change within poor and marginalized communities of Moscow. **We are looking forward to working with Linklaters and continuing to make a difference together.**”

Lindsey E. Snow, Development Director, MPC Social Services