

# Linklaters

## CR / United Arab Emirates

Our offices in the UAE have an established corporate responsibility committee, made up of a cross-section of lawyers and business services. The committee’s goal is to ensure we listen, understand and respond to the needs of our clients, our people, our community and the environment.



### Clients and markets

#### Sharing our expertise

Understanding our clients is not only about appreciating the legal challenges they face, it is also about having a deep knowledge of the business and commercial context in which they operate. Our Gulf Cooperation Council update newsletter is produced quarterly by our Dubai office lawyers and is intended to keep our clients, prospective clients, stakeholders and alumni up to date on a selection of regional legal hot topics.

In addition, the Dubai office looks to support general counsel and in-house legal teams through the provision of know-how and access to a wide range of Linklaters tools as part of wider client relationship management programmes. The office continues to assist local priority clients with their internal know-how strategy.

### People

#### Learning and development

Our commitment to the development of our people is evident from the extensive global learning curriculum which the Dubai office adheres to through the Linklaters Business School. The office uses the global online human resource management system available to everyone to manage their training and personal development.

The Dubai office also continues to invest in local talent and has a well established Emiratisation programme which aims to train and develop aspiring Emirati lawyers. The office now has two Emirati lawyers who graduated through the Linklaters trainee system.

#### Wellbeing and work-life balance

The office is committed to supporting employees both through their work and social lives. All employees were invited to participate in the office’s Wellness programme which covered three core areas of nutrition, exercise and stress management.

### Community

#### Volunteering

We invest our time in the local community, with all staff encouraged to use at least one day a year to work on a charitable project. Our Dubai employees volunteer their time to “Start” – a programme in partnership with Art Dubai which is designed to deliver art workshops to disadvantaged children in Dubai.

#### Supporting local culture

The Dubai office is a gold sponsor of the Dubai Concert Committee and attends and promotes to clients concerts put on by the group.

#### Local highlights

49

people

22

secondees from other offices

4,500

hours of know-how and training

32

attendees on training conferences

#### Contacts

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## Environment

### Managing our impact

With the United Arab Emirates having one of the highest carbon and ecological footprints per capita in the world, the Dubai office has chosen to support Emirates Wildlife Society which acts in association with the World Wildlife Fund (EWS-WWF). The office is an established platinum sponsor, and is currently providing legal pro bono to EWS-WWF in relation to general commercial matters.

### Sustainability

The relocation to new premises in Dubai gave the office the opportunity to fit out a greener working environment in conjunction with encouraging employees to be environmentally conscious and to recycle.

The Office has a “Green List” in place incorporating, among other things, the following: paper recycling bins in every office, plastic recycling bins in every kitchen, heat reducing blinds in all offices and automatic light sensors throughout the building.

Employees are encouraged to bring goods which can be recycled from home, including all old hardware, which is then recycled by The Green Foundation, with the proceeds going to charity.

## Case studies



### Advising on EWS-WWF's largest sponsorship in the Middle East

A global community investment theme is Venture Catalysts, providing skills and expertise to grow the capabilities of not-for-profit organisations. The Dubai office provided pro bono advice to EWS-WWF in relation to its sponsorship arrangements relating to the Be'ati Watani project, an online environmental educational resource for children designed to sensitise children, their families and their teacher to nature and good environmental practices. Many thousands of students have benefited from Be'ati Watani, which has been endorsed by the UAE Ministry of Education as an extra-curricular activity, and the sponsorship will ensure the continued success of the project.



### Celebrating Ramadan with our clients

To celebrate Ramadan the Dubai office held a client Iftar. The event was set in a Ramadan tent set up in the heart of Dubai's financial district. The event started with those who were observing Ramadan breaking their fast at the call for prayers. This was followed by an interactive talk given by two Emirati lawyers from our Dubai office, in the form of an insider's perspective into the meaning of Ramadan, the practical side of Ramadan explaining the daily routine of those observing the fast during the holy month and, finally, some “Ramadan Etiquette” in the UAE. Questions from the audience followed after the talk. Clients were very receptive and genuinely appreciated the value of the talk. Many expressed their appreciation at being afforded an insight into Ramadan as celebrated by the local community.

“Linklaters’ continued legal pro bono support to EWS-WWF has been amazing - **only with this type of cooperation can we keep our focus on protecting the environment.**”

**Ida Tillisch**, Acting Director General WWF