

The logo features the number '175' in a large, bold, red font. The '1' is a simple vertical line, the '7' has a horizontal top bar, and the '5' is a large, rounded shape. Below the '175' is the text 'WILLIAM FRY' in a white, sans-serif font, and below that is the tagline 'Forward thinking, since 1847' in a smaller, red, sans-serif font.

175
WILLIAM FRY
Forward thinking, since 1847

A vertical column of green line-art icons on the left side of the cover. From top to bottom, they include: a lightbulb, a recycling symbol, a leaf, a hand holding a leaf, a water drop inside a circular arrow, a leaf inside a head profile, a shopping bag with a recycling symbol, a gear with a leaf, and a bicycle.

William Fry
**Responsible
Business
Annual Report**

2021

Foreword



Owen O'Sullivan
MANAGING PARTNER

William Fry has a long history of working responsibly and giving back to our community. We have always considered our impact on the world around us as much a barometer of our success as our commercial performance.

Our approach to Responsible Business is driven by our values – big thinking, energetic engagement, powerfully principled – which determine the way in which we do business.

This year, as we celebrate the 175th anniversary of the founding of our firm, we are proud to share our first Responsible Business Annual Report.

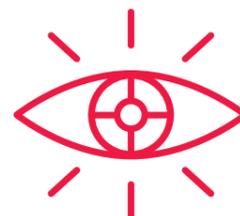
Operating as a responsible business is a key part of our business strategy. That is why we work to ensure environmental, social and governance (ESG) considerations are embedded throughout the firm. Our sustainable and ethical practices range from building strong and sustainable relationships with our clients and community to working towards greater environmental sustainability and ensuring the governance of the economic, environmental, and social impacts within our supply chain.

As you will see in this report, we have achieved a great deal over the past year in all of our key areas – community, environment, diversity and inclusion, health and wellbeing, pro bono, and sustainable procurement.

We could not have done so without the incredible support of our senior sponsors, our committees, and our partners who have worked tirelessly to help us achieve our goals and grow our impact.

We would also like to thank all of our people for the great work they have done to support our responsible business programme over the past year. This report is evidence that together we are making a positive and lasting difference.

Our Vision, Mission & Values



VISION

For businesses and individuals to reach their full potential, no matter what.



MISSION

Empowering our clients and people to achieve the best possible commercial and personal success.



VALUES

Big Thinking.
Energetic Engagement.
Powerfully Principled.

CSR Awards & Accreditations in 2021



Excellence in Social Enterprise for our **Social Impact+** pro bono programme

Making a Difference in Our Community

We aim to make the community in which we work a better place to live and do business.

The Community pillar encompasses support for and collaboration with our designated Community Partners, skills-based volunteering, fundraising and donations to causes nominated by our people and our clients.

IRISH YOUTH FOUNDATION PARTNERSHIP

We have committed **€60,000 over three years** along with **volunteering, pro bono** and **fundraising support** for the Irish Youth Foundation Generation Pandemic Education and Employability programme.



“The Irish Youth Foundation’s partnership with William Fry has been phenomenal for us as we depend entirely on the goodwill and the altruism and the generosity of the corporate sector, along with a small number of the individual donors. Without that, we simply cannot do what we do.”

Lucy Masterson
Chief Executive
Irish Youth Foundation



In **2021** we:



Donation

€20,000

Donated **€20,000** to support IYF Education and Employability programmes including support to local community programme JustAsk to start a School Retention Programme



JustAsk Christmas Party

€3,000

Raised more than **€3,000** for the JustAsk Christmas Party, providing gifts to 60 children in addition to food vouchers for families in need



Marathon in a Month

€1,730

Raised **€1,730** through our Marathon in a Month



Provided

60

Provided **60 easter eggs for Core Youth Services** in Inchicore



Offered

TY placements

Offered TY placements to young people in **IYF supported programmes across the country**

DEPAUL IRELAND PARTNERSHIP



“The support Depaul receives from William Fry has a direct and positive impact on each of the lives of the people we help through our Cosán Nua service. William Fry’s funding allows us to provide wraparound services to each individual and family once they move out of direct provision and into their own accommodation. It has allowed Depaul and our Cosán Nua team to provide a level of service that we just wouldn’t be able to provide otherwise.”

Nicola Byrne
Corporate Partnerships Manager
Depaul

We have committed **€60,000 over three** years along with **volunteering, pro bono** and **fundraising support** for Depaul Ireland’s Cosán Nua (New Path) service, which helps provide practical supports for people exiting direct provision, facilitate their social inclusion, encourage positive interaction within the community and provide mental health and general health supports.



“The support on individual events that Depaul has received from the team at William Fry is really incredible. Last year they drove the Presents For All campaign in the office, which saw 76 children in two Direct Provision centres receive gifts on Christmas Day. Those children wouldn’t have gotten presents at Christmas only for the team at William Fry. They got to wake up on Christmas morning to wrapped gifts that were just for them. That kind and generous gesture had a really big emotional impact for each of those children”.

Nicola Byrne
Corporate Partnerships Manager
Depaul



In **2021** we:



Donation

€20,000

Donated **€20,000** in support of Cosán Nua helping support 136 households (a total of 265 people -165 adults and 100 children) to move out of Direct Provision and into their own homes



Provided

70+

Provided Christmas presents and vouchers for more than 70 children in direct provision



Marathon in a Month

€1,730

Raised **€1,730** through our Marathon in a Month



Offered

TY placements

Offered TY placements to young people in direct provision

VIRTUAL
CALCUTTA
RUN
2021
 THE LEGAL FUNDRAISER



The Calcutta Run is a fundraising event bringing the legal profession together to support homeless children in Ireland and in Calcutta through the work of two great charity partners – the Peter McVerry Trust and The Hope Foundation.

We are delighted to support this annual event and in **2021** we:



70

William Fry participants



€2,690

raised



€12,310

firm donation

Making a Difference in Our Environment

Environmental sustainability is an important part of William Fry's Responsible Business programme and a key component of our business strategy. As part of our sustainability efforts, we manage our firm's environmental impact including energy use, waste produced, paper used, and business travel. We also look to contribute positively to sustainability through investment in biodiversity, raising staff awareness and advice to our clients.

We have identified our most significant environmental impacts and have set targets to improve our environmental performance.

In **2021** we:



Signed up to science-based targets



Reduced emissions

44%

Reduced our scope 1 & 2 carbon emissions by a further 1% reaching a **total reduction of 44%** from our baseline year of 2018



Committed to reviewing our scope 3 carbon emissions in 2022



Raising staff awareness

Raised awareness among our staff of the importance of reducing our collective carbon emissions by focusing on ways they could reduce their work from home carbon footprint

Carbon Management

We are proud to have **committed to reducing our direct carbon emissions (scope 1 & 2) by 50% by 2030**, as well as working to reduce emissions across our supply chain (scope 3) with the ultimate goal of being a net-zero business by 2050. To do this we have set science-based carbon emissions reduction targets and regularly review these targets (SBTs) to align to the latest Climate Science.

The COVID-19 pandemic had a material effect on our carbon emissions and our goal as we move forward with a hybrid working model is to maintain as much of the gains we have realised over the past two years.



In **2021** we:



Announced a formal partnership with **Hometree**



Provided

177

Provided **177** pro bono hours



Raised

€1,065

Raised **€1,065** and donated **€4,735** to help build an education centre that is expected to reach 2,500 people annually



Donated

€2,000

Donated **€2,000** to plant another 500 native Irish trees



Hosted

Held 3 interactive Biodiversity @ Home workshops and 2 guided nature walks to help raise awareness amongst our staff and to equip our people to protect and promote biodiversity wherever they are

Biodiversity

We have been working with Hometree, a charity that aims to protect and restore Ireland's biodiversity, since 2019. In 2019 / 2020 we provided more than 250 hours of legal and non-legal pro bono support through our Social Impact+ programme as well as providing funding to plant 800 native Irish trees.



Matthew Smith
General Manager
Hometree

"Hometree has been on a great journey with William Fry. The firm has let us leverage its position and skills to help us grow and deliver something that's vital for both for people connecting with the natural world and the actual impact that tree planting and conservation work has."



Minimising Waste

Waste management is another strategic aim of our environmental programme and includes key focus areas like paper use, recycling and elimination of plastics.

We have a policy of double-sided printing across the Firm and use electronic filing. We also work with our clients to reduce the amount of paper used on their matters – agreeing electronic communication wherever possible.

Where use of paper is necessary, we aim to reduce our environmental impact by recycling used paper and using FSC certified and carbon balanced paper where possible. By using FSC certified paper, we ensure the paper we use has been harvested and produced in a responsible manner. Carbon balanced paper enables us to offset the unavoidable carbon emissions of our office paper and printed materials.

We have been working towards phasing out single-use plastics and non-recyclable items from our on-site restaurant. We provide reusable delph, cutlery, glassware and mugs. In 2019 we provided all staff with KeepCups along with a discount for using reusable cups for coffee / tea in the restaurant. We also moved from single use to compostable for our takeaway cups and utensils as well as our takeaway soup and salad containers and installed compost bins in all areas of the office.

We recognise the impact that COVID has had on our waste reduction efforts, and while we expect that our paper usage will increase with the return to the office, we are working to maintain the reductions we have achieved during this time.

In **2021**
we:

 **Reduced**

67%

Reduced our paper usage by another 2% bringing the total reduction since our baseline year (2017) to 67%

*Note: our waste and recycling reports are provided by our building management and are impacted by the other tenants in our building.

 **Reduced**

27%

Reduce general waste by 27% with no waste to landfill*

 **Recycling**

74%*

Recycling rate of 74%*

Making a Difference in Our Workplace



“William Fry’s focus on diversity and inclusion is one of the reasons Depaul is so pleased with the partnership and those values mirror our own”

Nicola Byrne
Corporate Partnerships Manager
Depaul



BITC Elevate Pledge

We are proud to be signatories to the Business in the Community Elevate Workplace Pledge and to have committed to improving diversity and inclusion in our workplace.

In **2021**
we:

Diversity & Inclusion

Diversity and Inclusion (**D&I**) form a key part of our business strategy. Fostering a diverse workforce enables us to attract and retain the best, brightest and broadest range of talent. Creating an inclusive environment where people are encouraged to reach their full potential enables us to harness the unique perspectives and experiences of our staff to provide innovative solutions to our clients.

- Our aim is to celebrate diversity and promote inclusion.
- Our goal is to ensure that everyone has a voice.
- Our D&I focus areas are gender and parents; LGBT+; social mobility; disability; and race, culture and ethnicity.
- Our D&I work will continue to be a priority focus area until our firm, at all levels and in all roles, reflects the diversity of our community and of Ireland.



Contributed to the first BITC Elevate Pledge Report by providing a diversity profile data of our workforce starting



Reported on our 2021 Elevate Pledge action – FryTY – and measured the impact of the same



Continued our work towards greater diversity and inclusion with various initiatives including: **DCU Access to the Workplace | Trinity Access Programme | Open Doors Initiative | 30% Club | Professional Women’s Network**



diversiFRY

diversiFry is William Fry's staff support network. The aim is to celebrate diversity and promote inclusion within the firm.

We have a steering committee made up of staff volunteers from across the firm who work together with our HR and Learning & Development teams to provide staff with workshops and seminars aimed at increasing inclusivity as well as development opportunities and policies that support people achieving their full potential.

Some of the key initiatives in 2021 included:



The Active Bystander with Dr Eburn Joseph



The Future of Work with Peter Cosgrove



Culture Week



Inclusive Leadership pilot with Talking Talent



Application Slam



Non-Traditional Pathways to Parenthood



Raising LGBT+ Young People and Allies



disAbility Legal Network



FryTY is our trainee led responsible business programme aimed at increasing diversity in the legal industry.

The programme was created by a group of Trainees in 2020 and launched in 2021. It runs over six weeks and explores different areas of law including constitutional law, criminal law, sports law and more. The sessions include informal debates, quizzes and problem solving, and allows students to build confidence in legal topics and express their opinions.

In 2021 the programme:



Was led by a group of **5 trainees** and engaged **45 trainees** in its delivery



Reached more than **100 students** in four DEIS and rural schools



The number of students likely or very likely to consider law as a career **increased 18%**



Key Health & Wellbeing Initiatives in 2021

William Fry is committed to providing a healthy working environment and to improving the quality of working lives for everyone who works for the firm. We believe that the wellbeing of our staff is critical to creating a positive working environment that promotes engagement, performance and achievement.

Our Health & Wellbeing programme takes a total health approach focusing on physical, mental, social and financial health. It is informed by related national strategies and guidance, as well as a number of legal requirements, including the employer's duty of care.

We are proud signatories of the Law Society Professional Wellbeing Pledge and are accredited with Ibec's KeepWell Mark, an evidence-based workplace wellbeing accreditation.

In 2021 we:



Formed the Frywell wellbeing committee



Trained 28 more WF as Mental Health First Aiders



Established a dedicated wellbeing budget



Launched a new Employee Assistance Programme and wellbeing platform



Provided staff a weekly newsletter with wellbeing tips and resources



Held a series of wellbeing events including yoga during Pride Week, the Green Ribbon Campaign, World Mental Health Day and a walk in the Wicklow Mountains.

Making a Difference in Our Marketplace



Pro Bono

Pro bono work has a clear synergy with William Fry’s mission, values and core competencies and as such constitutes a significant component of the Marketplace Pillar.

We provide ongoing pro bono support to charities and social enterprises through our Social Impact+ programme, through which we provide workshops and 1:1 mentorship and legal support. The programme enables our legal and non-legal staff to make a difference using their unique and specific professional skill sets to help charities and social enterprises increase their impact as they address critical social issues including sustainability, gender equality, neurodiversity, and social inclusion. Social Impact+ is our pro bono programme, which sees our staff provide legal and non-legal pro bono support to local social enterprises. Through workshops and 1:1 mentorship we help these organisations grow and develop as they aim to impact critical issues like gender equality, neurodiversity, homelessness and environmental sustainability.

We chose social enterprises as the focus area for our pro bono work because we believe that by using our skills and expertise to help social enterprises grow, we can create long term sustainable impact.

In 2021 we:

- Supported more than 50 social enterprises through our workshops
- Provide additional legal and non-legal 1:1 support to 10 social enterprises
- Launched the Social Impact+ Bursary Awards recognising three social enterprises with grants of €5,000 each

We are also proud to be signatories of the Pro Bono Pledge Ireland and have committed to a target of 20 hours of legal pro bono work per lawyer per annum and annual reporting beginning in 2022.



Angela Smith
CEO
WorkEqual

“Work Equal couldn’t afford to pay for the expertise, advice and support which we received. The William Fry team always responded to our queries very quickly. They also helped us to ensure we were on the right track and doing everything correctly. William Fry’s pro bono help was just amazing; it was totally invaluable.”

Responsible Procurement

We expect our suppliers to proactively promote the benefits of diversity and inclusion in their workplaces as well. Furthermore, we seek to ensure that we afford opportunities for new suppliers to participate in our supply chain with a focus on social enterprise, suppliers from under-represented or protected groups and those suppliers demonstrating a diverse workforce composition.

In 2021 we:

- Launched our Supplier Code of Conduct
- Conducted a pilot of our Supplier Questionnaire with 10 key suppliers

Governance & Committees

Responsible Business Steering Committee

Steph Atkinson
John Boyle
Lisa Carty
Graham Dawson
Rachel Fox
Derek Hegarty
John Larkin
Brian O'Callaghan
Catherine O'Flynn
Owen O'Sullivan (**Chair**)
Patricia Taylor
Claire Waterson

Community Committee

Elena Canavan-Young
Lisa Coyne
Lisa Finlay
Derek Hegarty (**Senior Sponsor**)
Eogan Hickey
Aoife Keenan
Michelle Martin
Simona Mulligan
Louise Murray
Lisa Neville
Denga Phiriga
Clodagh Ruigrok
Joanne Ryan

Diversity & Inclusion Committee

Jane Barrett
Joanna Bourke
Lyn Brennan
Aisling Casey
Nuala Clayton
Lisa Collins
Roisin Culligan
Elaine Egan
Jasmine Feehan
Aileen Fitzmaurice
Rachel Fox (**Senior Sponsor**)
Robert Glascott
Jeffrey Greene
Ronan Holohan
Gerard James
Katie Keegan
Aoife Keenan
Annah Kenna
David Kirton
Ciara McLoughlin
Laura Murdock
Brian O'Callaghan (**Senior Sponsor**)
Catherine O'Flynn (**Senior Sponsor**)
Maggie O'Leary
Maire O'Neill
Denga Phiriga
Mark Quealy
Hilary Rogers
Shelley Steenson
Mari Woulfe

Health & Wellbeing Committee

Steph Atkinson
Toby Boyd
John Boyle (**Senior Sponsor**)
Lisa Carty (**Senior Sponsor**)
Jane Charles
Lisa Collins
Louise Coughlan
Sinead Cullen
Michael Cullen
Michelle Daly
Sean-Patrick Dunne
Vicky Eckel
Lucinda Farmbrough
Jasmine Feehan
Colm Hogan
Lucy Horan
Aoibhin Kelly
Darragh Larkin
Conal McCluskey
Lisa McGoldrick
Ruth Meenan
Michael Meenaghan
Lisa Neville
Siobhan O'Shaughnessy
Karl Victory
Mari Woulfe



DUBLIN | CORK | LONDON | NEW YORK | SAN FRANCISCO

WILLIAM FRY LLP | T: +353 1 639 5000 | E: info@williamfry.com

williamfry.com