

WILLIAM FRY

# Responsible Business Report

2023



# Foreword



Owen O’Sullivan  
MANAGING PARTNER

At William Fry we view our impact on the world as integral to our success. We approach sustainability not just as a business priority, but as a reflection of who we are. Join us as we delve into the key strides in Environmental and Social sustainability across our five pillars seen on page 4.

For us to continue to move forward and support the climate transition and the communities in which we do business, we firstly needed to identify and prioritise the issues that are most material to our business. In 2023, we enlisted an external third party to conduct a materiality assessment of our business, ensuring confidentiality and impartiality for all involved stakeholders in the process.

As a next step, we took the issues that are most material to our business and used the United Nations Sustainable Development Goals (SDGs) as a framework for our report. We decided to use the SDGs as they provide a universally recognised holistic framework for sustainability, allowing us to align our efforts with global priorities.

The highlighted SDGs below were identified firmly at the forefront of our materiality assessment results, and thus underpin our strategy. We follow our prioritised SDGs throughout the report, as they intertwine and weave together a strategy that is based upon our core values of big thinking, energetic engagement, powerfully principled.

Together, let’s explore the meaningful steps we’ve taken toward a more sustainable and inclusive future for all.

# Contents

Foreword	02
ESG Materiality Assessment	06
Environmental sustainability	10
Diversity and inclusion	12
Community	18
Health & wellbeing	22
Marketplace	24
Pro Bono	25
Case Studies	26
Conclusion	28
Appendix	29





# Our Responsible Business focus areas are:



.02

# ESG Materiality Assessment

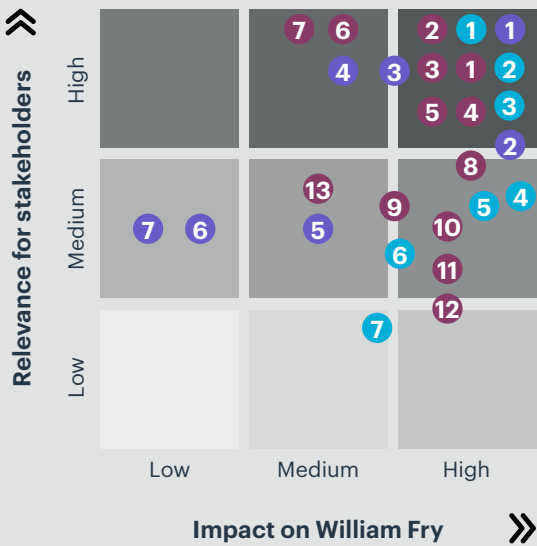
In 2023, we enlisted an external third party to conduct a materiality assessment of our business, ensuring confidentiality and impartiality for all involved stakeholders in the process. The first step was to collectively identify sustainability issues that are most significant to the business and its stakeholders. Using a double entry matrix, these issues were prioritised according to their impact on our business and their relevance for the stakeholders.

Seven topics were identified under the Environmental category. Three of them were prioritised as significantly material due to their impact on the business and their relevance for stakeholders (Business travel, paper consumption and waste and energy consumption). Two issues were marked as considerably material (Digitalization and Sustainable procurement), while

a further two topics were identified as slightly material (Biodiversity and Environmental criteria for client selection).

Under the Social category, thirteen issues were identified. Human Rights and Responsible Business Practices, Client Satisfaction and Service Quality, Talent Development were marked as the most relevant, followed by Access to Justice, Diversity Equity and Inclusion, Pro Bono work and Work-life Balance. In addition, Access to Talent, Health and Safety, Employee Well-being were identified as significantly material, while Government Relations, Business Development and Community Engagement were highlighted as considerably material.

Finally, seven issues were identified under the Governance category. Anti-Corruption and Bribery, Client Privacy and Data Protection and Security/ Cybersecurity were marked as the most significantly material topics, followed by Ethical conduct and professional integrity, Risk Management and Compliance, Whistle-blower Protection and, lastly and slightly material, Executive Committee Structure and Composition.



Environment

1

Business Travel

2

Paper consumption and waste

3

Energy Consumption

4

Digitalization

5

Sustainable procurement

6

Biodiversity

7

Environmental criteria for client selection

Social

1

Human Rights and Responsible Business Practices

2

Client Satisfaction and Service Quality

3

Talent Development

4

Access to justice

5

Diversity, equity and inclusion

6

Pro Bono Work

7

Work-life balance

8

Access to talent

9

Health and Safety

10

Employee Well-being

11

Government Relations

12

Business Development

13

Community engagement

Governance

1

Anti-corruption and Bribery

2

Client Privacy and Data Protection

3

Security/Cybersecurity

4

Ethical conduct and professional integrity

5

Risk management and compliance

6

Whistle-blower Protection

7

Executive Committee Structure and Composition



# Alignment of ESG material topics with SDGs

The SDGs are a set of seventeen goals adopted by the United Nations in 2015 to tackle global challenges and promote sustainable development worldwide. These goals provide a framework for collaboration and action to create a better and more sustainable future for all.

The graph in our appendix (page 29) shows the main alignment of each of the material topics with the SDGs. As you can see, some topics may align with multiple SDGs, as the goals are interconnected and address different aspects of sustainability.





.03



# Environmental sustainability

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, investment in biodiversity, raising staff awareness and advice to our clients.



## 35% reduction

From our baseline year of 2018 to today we have achieved a **35% reduction** in our Scope 1 and 2 carbon emissions.



## 66% reduction

From our baseline year of 2018 to today we have achieved a **66% reduction** in our paper consumption.



## 60,000+ eliminated

In 2023 we successfully **eliminated over 60,000 single use cups** from going into landfill, by the introduction of our reusable coffee cups. An important step in our waste reduction journey.



## 2,000+ Kgs saved

Our 2 week 'Climate Challenge' **saved over 2,000 Kgs of carbon**, equivalent to powering a house for 3 months!



## Carbon Reduction

We are proud to be part of the Business in the Community Low Carbon Pledge. As part of this commitment we assess our entire carbon footprint (Scope 1, 2, & 3) to be in line with the Paris Agreement and the latest IPCC findings and report on this data annually to be included in the Low Carbon Pledge Annual Report.

We joined the Science Based Targets Initiative in 2021, committing to: reduce our scope 1 and 2 greenhouse gas emission intensity by 50% by 2030 (with a baseline year of 2018), and set science-based carbon emissions reduction targets for our entire carbon footprint (Scope 1, 2 & 3) by 2024.

From our baseline year of 2018 to today we achieved a 35% reduction in our Scope 1 (direct) and 2 (indirect from energy use) carbon emission intensity. We reached this through investing in energy saving office equipment and switching to LED lighting throughout our office. We are on track for a 50% reduction, in our Scope 1 & Scope 2 emissions by the end of 2024, six years ahead of our 2030 target.

By the end of 2022, William Fry's Scope 3 emissions accounted for 75% of all emissions. The vast majority of William Fry's Scope 3 emissions are associated with business travel and commuting, we will work towards reducing these to take meaningful steps towards achieving net-zero status in the future.



## Waste reduction

According to the Department of the Environment, Climate and Communication, 45% of Ireland's greenhouse gas emissions come from the manufacture of materials associated with single use products and their production. Disposable coffee cups present a major challenge for businesses seeking to reduce waste sent to landfill. From our baseline year of 2018 to today we have achieved a 66% reduction in our paper consumption. In 2023, we did a lot of work to eliminate single-use plastics in our restaurant, we eliminated the compostable single use cups and replaced with new reusable coffee cups which reduced over 60,000 single use cups per year from going into landfill, and they are fully recyclable – meaning they can go on to be re-purposed! We are delighted to be taking a step forward in our sustainability journey and supporting the reduction of waste.



## Biodiversity

Hometree is a charity that plants native trees for the purpose of creating permanent woodland, and rewilds Irish land to increase biodiversity and foster regeneration. Since 2019 we have provided funding for Hometree to plant 1000+ native Irish trees and we have provided 800+ hours of legal and non-legal Pro Bono support and contributed to the funding of an education centre. Over the past two years we have arranged for over 100 colleagues and clients to attend Hometree's site in County Wicklow to learn about and connect with nature.



In 2022 we set up beehives on the roof of our building at 2 Grand Canal Square, which are now home to three colonies of Irish Honey Bees. In 2023, our apiary joined the network of AABees managed Apiaries across the country and we were accepted to take part in the Native Irish Honeybee Conservation project. The Native Irish Honey Bee Society, NIHBS, was established to promote the conservation of Apis mellifera mellifera throughout the island of Ireland.



.04



# Diversity and inclusion

Diversity and Inclusion (D&I) are interweaved throughout 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 and to make a positive and lasting difference in the lives of our people, our clients and our community.

Our network of 55 volunteers support diversity and inclusion within the firm, they organise over 20 annual events and initiatives, providing a chance to connect, find support and raise awareness internally of different experiences and cultures.

We have a wide range of D&I initiatives led by our colleague run committees – Culture, Enable, Gender and Parents, Pride+ and Social Mobility.



55  
volunteers



Organise over  
20 annual events  
and initiatives



11 external  
diversity and  
inclusion partnerships



Achieved recertification for  
the Investors in Diversity  
Silver award

Below are some of the ways we are supporting D&I in our workplace and our community.

Training programmes

Topics include unconscious bias; how to create inclusive teams; communicating across cultures; pride at work and disability awareness.

Bystander Intervention training programme

Our ‘Speak-Up’ programme seeks to educate, inform, and empower our colleagues to better understand their capacity to intervene as upstanders and seeks to create a workplace that is genuinely inclusive of everyone at William Fry. We appointed 13 Speak Up advocates who represent all areas of the firm. These individuals have received special training on active listening and pathways to speaking up.

Recruitment

Recruitment is a key area where the firm can proactively increase the diversity, to that end we; use D&I language in our job specs; report on quarterly job exits committing to action against potential bias; use gender decoders in our job advertisements and mandatory manager training to eradicate unconscious bias in interviewing processes; ensure gender balanced interviews and actively track our gender diversity.

Staff supports

diversiFry staff support network; flexible working options; maternity and paternity coaching; support programmes for return to work; as well as seminars aimed at supporting parents both at home and in the workplace.

Access to the workplace

Access to the workplace is critical for diversity in the workplace. William Fry are proud members of the Open Doors Initiative, DCU Access Programme, Trinity Centre for People with Intellectual Disabilities (TCPID). Our Fry TY programme, developed by our trainees, is a 6-week Introduction to law programme specifically aimed at TY students from disadvantaged schools in our local community with the goal of promoting careers in law to young people from disadvantaged backgrounds.

Procurement

We are committed to protecting against discrimination of any sort and to creating a work environment that respects and includes differences. 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.

Gender Pay Gap Report

In December we published our second Gender Pay Gap report, in compliance with the Gender Pay Gap Information Act 2021. The Regulations require organisations to report on their gender pay gap based on a snapshot date in June 2023. The gender pay gap is not the same thing as equal pay for equal work, but instead measures the difference between the gross hourly wage of males and the gross hourly wage of females across an entire organisation.

In our 2023 report, we shared the progress we have made and our plans and commitments for the year ahead. Meaningful and sustained change takes time. We know we still have work to do and are committed to improving our gender balance through new commitments, some highlights of which can be seen below.

Collaboration

Partnering with external organisations promoting D&I such as:



Key commitments for 2024

- Introducing a career framework to make our paths to leadership roles more transparent and explain the career steps available.
- Promoting pathways in our development programmes for lawyers.
- Introducing a new programme to mentor and develop female talent for senior leadership roles.
- Launching a new partnership to provide dedicated and enhanced coaching support to women before, during and after maternity leave and skills workshops to working parents.

We will champion Diversity and Inclusion across our business, with support from the leading networks below. It will continue to be a priority focus for our firm to reflect the diversity of our communities and clients at all levels and in all roles. You can access [William Fry’s Gender Pay Gap Report for 2023 here](#)





In 2023, we were delighted to launch our partnership with Trinity Centre for People with Intellectual Disabilities (TCPID). TCPID aims to promote the inclusion of people with intellectual disabilities in education and society. Their mission is to enable people with an intellectual disability to develop their potential by a combination of high quality research, dissemination of new knowledge, lifelong learning, and professional training.

At William Fry, we strive to create an inclusive workplace for all. Building a diverse and inclusive culture is crucial to how we serve our clients, support the growth and development of our team, and play a leading role in our communities. Helping our colleagues with disabilities realise their potential is a key part of our plan to cultivate an inclusive and diverse culture.

“William Fry have been a Business Patron of the TCPID since December 2022. In addition to annual financial support, the William Fry team have provided a student placement in February and March 2023 and a paid 6 month internship for one of our graduates between August 2023 and February 2024. The partnership with William Fry has had a hugely significant impact in helping to promote inclusion in society for people of all abilities. The financial contribution provided each year goes towards developing our academic programme, providing essential student supports, as well as developing and running the TCPID Graduate Internship programme.”

**Marie Devitt**

TCPID Pathways Coordinator



In 2023, we were delighted to be recredited with the Investors in Diversity Silver award recognised by the Irish Centre for Diversity (ICFD).

The Investors in Diversity award is Ireland’s first all-encompassing diversity & inclusion (D&I) accreditation mark for businesses. Developed by Irish Centre for Diversity and supported by Ibec and DCU Centre of Excellence in Diversity and Inclusion, it offers a clear and structured framework to transform diversity practices and culture.

William Fry was first awarded Investors in Diversity Silver accreditation in early 2021, demonstrating its commitment to hearing the voices employees and understanding their experiences within the organisation.

“I am proud of our dedication to diversity and inclusion, reflected in our successful recertification for the Investors in Diversity Silver award. We are committed to celebrating diversity and promoting inclusion throughout the firm and to support diversity and inclusion within the legal sector. We will use the survey results as valuable feedback, enabling us to identify areas for improvement and action, ensuring continuous progress on this important journey.”

**Owen O’Sullivan**

Managing Partner



We have been working with Children’s Books Ireland since 2022 on The Free To Be Me book-gifting project, which celebrates diversity, representation and inclusion in children’s books. In 2023, 12 schools received Free To Be Me little libraries consisting of 100 books which showcase the richness and diversity of modern Irish society and celebrate positive representation and inclusion by ensuring that characters from all backgrounds are featured on school bookshelves. We also launched the partnership internally with the release of our Free To Be Me little lending library, ensuring that our colleagues could also share excellent, inclusive books with their families.

“Children’s Books Ireland’s partnership with William Fry has been incredible. It has been brilliant working with a company that shares our values and that understands completely what the gift of a book can do for a child. Everyone we have met during our projects has been hugely supportive, excited about our work, and at pains to offer us any additional support we might need as a small organisation. The Free To Be Me project has been so successful in helping us to get children reading for the sheer joy of it, as well as putting a much needed spotlight on brilliant books that celebrate diversity and inclusion, helping children to feel like they belong by giving them a book that mirrors their own experiences.”

**Elaina Ryan**

CEO, Children’s Books Ireland



.05



## Community



We have donated over **€140,000** to our charity partners Depaul and The Irish Youth Foundation over the past 3 years.

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.

William Fry staff chose Depaul and the Irish Youth Foundation as our Community partners for 2021-2023. They were chosen because of their strong alignment with our commitment to increasing diversity & inclusion in our workplace and in our community, as well as the opportunity to make a lasting and positive impact.

Our work with them included skills-based volunteering, fundraising and donations to causes nominated by our people and our clients.



Since 2021 we have been working with Depaul on providing meaningful support for their Cosán Nua (New Path) service.

“William Fry has donated €67,000 to Depaul so far in our partnership. With this service, in 2023 alone, William Fry has been able to provide critical support to 261 individuals. This includes assistance to 152 adults and 109 children facing challenging circumstances. Depaul’s commitment to helping vulnerable populations is always at the forefront of its operations. Via Depaul’s partnership with William Fry, funds have been allocated towards interpreting services, ensuring effective communication and understanding, as well as transportation needs, enabling individuals to access essential services and resources. Depaul used William Fry’s donations to provide move-on packs containing essential items for service users as they embarked on their journey towards independence and self-sufficiency. Since January 2023, Depaul, in partnership with William Fry, has made a significant impact on 56 families, consisting of 77 adults and 49 children, who have been supported with move-on packs, translation services, and transportation assistance. This ongoing collaboration has further strengthened Depaul Ireland’s ability to create positive change in the lives of those they serve.”

**David Carroll**  
CEO, Depaul





### Celebrating 20 years of the Christmas Appeal partnership

In 2023, we reached a special milestone in our Christmas Appeal partnership with Depaul as we celebrated 20 years. Through this project we have supported thousands of children and families living in challenging circumstances at Christmas time. In 2022 and 2023, this initiative aimed to bring joy and a sense of belonging to individuals and families supported by Depaul in The Red Cow direct provision centre, spreading holiday cheer and reminding those seeking international protection that they are not forgotten.



### Irish Youth Foundation

The Irish Youth Foundation supports all areas of the local community through grassroots projects, homework clubs and national charities that have been carefully chosen on their ability to deliver real change where it's needed. Since 2021 our work with the Irish Youth Foundation (IYF) focuses on their Generation Pandemic programme by supporting pathways to further learning and employment with the deprived younger population. We have worked with the IYF to support up to four community programmes through the "Pathways to Further Learning & Employment Fund".



### Just Ask

One of the projects the Irish Youth Foundations supports is Just Ask, an after-school support located in the heart of Dublin's North West Inner City. Just Ask supports over 120 children and teens living in extremely challenging circumstances with weekly after-school clubs which provide homework support, hot meals and wellbeing support.

We were delighted to support them for the third year with a Christmas party for the children and families of the Just Ask project. More than 100 children and their parents from the Just Ask after school club attended the Christmas party. The aim of the project is to relieve some of the pressure on the parents at Christmas and brings a little bit of magic to the lives of the children.



### Calcutta Run

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. Over the past three years William Fry colleagues have participated in the Calcutta run, Calcutta golf classic and the Rogers Recruitment Calcutta Tag tournament and raised almost **€50,000**. In 2023 William Fry emerged as the winner of the Rogers Recruitment Calcutta Tag - well done to all involved.



### Business in the Community

William Fry has been a member of Business in the Community Ireland since 2015.

Our most significant achievement as a member of the Business in the Community Ireland network has been the firm certifying to BITCI's Business Working Responsibly Mark in 2021. The Mark is Ireland's leading standard on Sustainability, and by certifying to The Mark William Fry has demonstrated the company's commitment to building a more inclusive, low carbon society, and collaborating with clients, suppliers, employees, and local communities to achieve this. The Mark process has helped the firm re-evaluate the ways they operate and implement a range of changes which more deeply embed sustainability across the organisation.

William Fry has been supporting BITCI's Low Carbon Pledge since it was established in 2018, and through this pledge the firm has set science-based carbon emissions reduction targets. We have also been involved in BITCI's Elevate Inclusive Workplaces Pledge, with the goal to build more inclusive workplaces representative of all members of Irish society.


We have also been an active member of BITCI's Leaders' Group on Sustainability, where leaders from Irish businesses collaborate on developing innovative ways that sustainability can be more deeply embedded across Irish businesses and wider society.




# Health & wellbeing

William Fry is committed to providing a healthy work place, to improving the quality of working lives for everyone and creating a high performing culture for our clients. We believe that the wellbeing of our people is key to promoting our values of Energetic Engagement, Big Thinking and Powerfully Principled, enabling everybody to fulfil their potential at work . Our Health & Wellbeing programme takes a total health approach focusing on physical, mental, social and financial aspects of health. It is informed by related national strategies and best practice, as well as a number of legal requirements, including our duty of care as an employer. We are proud signatories of the Law Society Professional Wellbeing Charter and are an Ibec’s KeepWell Mark Employer, an evidence-based workplace wellbeing accreditation.

In 2023 we:



Launched menopause and fertility policies



Marked international women & men’s days with spotlight months including events with external speakers to raise awareness for topical issues




Focussed on support for parents including a summer holiday toolkit and sleep workshop



Hosted a CPR workshop with the Irish Heart Foundation



Celebrated workplace wellbeing day with a week of activities including body MOTs, yoga & mindfulness sessions



Created moments of connection through coffee mornings and runs



As well as being one of the first two Irish law firms accredited with Ibec’s KeepWell Mark, we were awarded ‘best in class’ for mental health in 2022. We became signatories of the Law Society professional wellbeing charter, highlighting our commitment to raising awareness, reducing stigma, and providing practical resources.

Our network of trained Mental Health First Aiders organises a calendar of events focused on total health, addressing social, financial, physical, and mental aspects of wellbeing. Some recent highlights include Women’s Health Week, Financial Health Month, a Wellbeing Half Day, Men’s Mental Health event and Workplace Wellbeing Week. We are proud of the strides we’ve made in supporting the holistic wellbeing of our team.





.07



## Marketplace

Addressing climate change is a crucial priority for us, impacting not just our business but also our clients and suppliers. Engaging in meaningful conversations with our clients and suppliers is essential, guiding them on managing, measuring, and mitigating their carbon emissions. Collaboratively, we aim to enhance the delivery of services while emphasising transparency in supplier standards.

### Client Advice & Green Offering

William Fry's dedicated, cross-disciplinary Sustainability Group supports clients in operationalising their sustainability goals while navigating the myriad of published and planned global, European and domestic sustainability rules, standards and expectations. Leveraging our deep and extensive knowledge and expertise across key practice areas, our Sustainability Group advises clients and other stakeholders on the rapidly evolving sustainability landscape, capitalising on the market demand for sustainable corporate practices and investment opportunities, all the while managing sustainability risk within their businesses. This offering allows us to work together with like-minded clients to reduce our collective carbon emissions and waste production while still maintaining excellent service and results.

### Responsible Sourcing

It is our policy to identify and manage the economic, environmental, and social impacts within our supply chain. We believe that by investing in the local economies and societies in which we operate, we help promote greater economic, social and environmental benefits for all.

Specifically, we recognise that in the course of our business we must manage our own impact with regards to procurement of electricity, food services, water, cleaning services, electronics, paper and other stationery.

All William Fry suppliers must agree to and abide by our Supplier Code of Conduct, which protects workers' rights by setting clear standards for ethical business practices, employment practices, and compliance with environmental and worker safety requirements. Over the past two years, we have focused on elevating transparency by engaging with our largest 38 suppliers, who have completed our Responsible Procurement questionnaire.

.08



## Pro Bono



### Pro Bono

William Fry joined Pro Bono Pledge Ireland as a founding signatory and we are very pleased to be a part of the first collaborative effort in Ireland to articulate the shared professional responsibility of lawyers to promote access to justice and provide Pro Bono legal assistance to those in need.

We are proud to join with others in the legal industry to support this effort; however, where the pledge focusses on legal Pro Bono, at William Fry we recognise and encourage both the legal and non-legal Pro Bono work that our staff undertakes.

The Pledge provides a common definition of Pro Bono, a commitment to a minimum aspirational target of 20 Pro Bono hours per lawyer per year, and a mechanism to benchmark progress through annual reporting of anonymous Pro Bono data.



### Pro Bono Week 2023

In 2023 we took part in Pro Bono Week Ireland, by hosting an event entitled 'A Day in the Life of an NGO'. This event provided NGO's with a legal overview of the most common issues arising from their day-to-day work across employment, charity law, data protection and defamation.

We were also delighted to announce our partnership with Community Law & Mediation (CLM) as part of our Pro Bono programme. CLM (formerly Coolock Community Law Centre) is an independent community law centre with offices in Dublin and Limerick, which provides "people in our communities with expert legal, mediation, and education services they would not otherwise have access to and in doing so, to address underlying issues of injustice and exclusion while working for real changes". Our first partnership project is participation by William Fry volunteer solicitors in CLM's Phone Advisory Clinic Programme.



# Pro bono case studies

You can read examples of how we partnered with NGOs, charities and independent law centres to create impact and access to justice.

## Case study 1

We assisted a social enterprise that is dedicated to creating meaningful employment opportunities for young adults with Down Syndrome. Currently, the unemployment rate for adults with Down Syndrome in Ireland stands at 90%. To address this issue, the social enterprise offers certified training, practical work experience, job prospects, and an essential social and support network to its students. The client has a dedicated pathways to employment team working to link future employers with a group of trained young adults who are ready to work in a variety of paid positions including administrative work, catering & café employment, event-based employment, sporting ambassador positions and production tasks. The law firm has provided corporate, employment and intellectual property advice to the social enterprise in relation to a collaboration with an independent café brand. This collaboration aims to bridge the gap in paid employment opportunities and promote inclusivity in the workforce by opening a one-of-a-kind café in Dublin that will not only contribute to the local community but also provide valuable employment opportunities for individuals with Down Syndrome. It is hoped that this will be the first of many similar ventures.

## Case study 2

We worked with a network for LGBTQ+ professionals in the life sciences industry, their mission is to empower people through networking, education, advocacy, professional development and peer support. The law firm assisted in relation to various matters relating to their establishment. These included company incorporation and ongoing company secretarial support, strategic trade mark licensing matters, advice on charity registration, and various data protection matters. In addition to our Pro Bono legal support, we have also assisted this network with the sponsorship and hosting of their 2023 pride event, with keynote speaker Minister Roderic O’Gorman TD, at our offices.

## Case study 3

We assisted an NGO dedicated to aiding refugees with their asylum applications on the Greek island of Lesbos. The Greek State does not provide free legal assistance to asylum-seekers. Leaving them to face their initial interviews with the Greek asylum authorities without prior legal consultation. The core mission of the NGO is rooted in the belief that every asylum-seeker should benefit from free assistance delivered by experienced independent lawyers prior to their asylum interview. Our support (provided by one of our partners on-site) encompassed various activities, such as preparing asylum seekers for their interviews, visiting refugee camps, summarizing interviews and conducting research on alleged persecution of minority or specific groups in countries like Egypt, Morocco, Syria, Somalia, Nigeria, and Afghanistan, and engaging with the UN High Commission for Refugees. Since its inception, the NGO has assisted over 18,000 asylum-seekers, with an impressive asylum grant rate of nearly 70%, significantly surpassing the overall Greek average of 32%.



# Looking to the future

We hope that this report has shown you that our commitment to sustainability at William Fry goes beyond a mere business priority – it is an integral part of our identity. Our materiality assessment helped us to prioritise the Sustainable Development Goals (SDGs) that resonate with both our stakeholders and our core values. This report not only outlines our strides in Environmental and Social sustainability in 2023 but also emphasises the interconnectedness of our prioritised SDGs. Using these SDGs as our guide and through collaboration with our external partnerships, we hope to build on the work we have done around diversity and inclusion, climate action, and the rule of law in 2024.

## Appendix

 <b>Environment</b>	1	Business Travel	 SDG 13 - Climate Change
	2	Paper consumption and waste	 SDG12 - Responsible Consumption and Production
	3	Energy Consumption	 SDG 7 - Affordable and Clean Energy
	4	Digitalization	 SDG 9 - Industry, Innovation and Infrastructure
	5	Sustainable procurement	 SDG 12 - Responsible Consumption and Production
 <b>Social</b>	1	Human Rights and Responsible Business Practices	 SDG 16 - Peace, Justice and Strong Institutions
	2	Client Satisfaction and Service Quality	 SDG 16 - Peace, Justice and Strong Institutions
	3	Table Development	 SDG 4 - Quality Education
	4	Access to justice	 SDG 16 - Peace, Justice and Strong Institutions
	5	Diversity, equity and inclusion	 SDG 10 - Reduced Inequalities
	6	Pro Bono Work	 SDG 16 - Peace, Justice and Strong Institutions
	7	Work-life balance	 SDG 3 - Good Health and Well-being
	8	Access to talent	 SDG 8 - Decent Work and Economic Growth
	9	Health and Safety	 SDG 3 - Good Health and Well-being
	10	Employee Well-being	 SDG 8 - Decent Work and Economic Growth
	11	Government Relations	 SDG 17 - Partnerships for the goals
	12	Business Development	 SDG 8 - Decent Work and Economic Growth
	13	Community engagement	 SDG 17 - Partnerships for the goals
 <b>Governance</b>	1	Anti-corruption and Bribery	 SDG 16 - Peace, Justice and Strong Institutions
	2	Client Privacy and Data Protection	
	3	Security/Cybersecurity	
	4	Ethical conduct and professional integrity	
	5	Risk management and compliance	
	6	Whistle-blower Protection	
	7	Executive Committee Structure and Composition	

# WILLIAM FRY

[williamfry.com](https://williamfry.com)

---

DUBLIN

CORK

LONDON

NEW YORK

SAN FRANCISCO

William Fry LLP | T: +353 1 639 5000 | E: [info@williamfry.com](mailto:info@williamfry.com)