

# Responsible Business Goals

This is the first year for which we are reporting our progress against the UN Sustainable Development Goals (SDG). Our business is well positioned to directly contribute to and effectively support ten of the 17 goals. This is where, as part of our business strategy, we can achieve the most significant impact.

We have structured our contribution to meeting the SDGs around six key objectives. These are supported by 11 dedicated responsible business goals, each of which is linked directly to a specific SDG and at least one underlying SDG Target; and would contribute to global impact measurable by the UN using at least one specific SDG Indicator.



The SDGs we are supporting:

Our  
responsible  
business

### Clients



### People



### Society



Objectives	Number of goals	Number of targets	Supported SDGs
Improve livelihoods, equality, security and access to justice through Pro Bono and Community Investment for those in need, as well as responsible business operations.	5	6	5 8 10 16
Reduce our environmental impacts and meet our formal Science-Based Targets.	1	3	7 13
Create supportive and socially inclusive work environments based on our impeccable professional and social standards.	2	4	3 8
Put Diversity, Equity and Inclusion at the forefront of everything we do as a driving force for sustainable future.	1	2	5 10
Channel our expertise to support effective global Net-Zero transition and Sustainable Economy.	1	3	7 9
Operate as a Responsible Business across both our own activities and our supply chain.	1	2	8 12

## SDG goals key

- |   |   |
|---|---|
| 1 No poverty                              | 10 Reduced inequalities                   |
| 2 Zero hunger                             | 11 Sustainable cities and communities     |
| 3 Good health and well-being              | 12 Responsible consumption and production |
| 4 Quality education                       | 13 Climate action                         |
| 5 Gender equality                         | 14 Life below water                       |
| 6 Clean water and sanitation              | 15 Life on land                           |
| 7 Affordable and clean energy             | 16 Peace, justice and strong institutions |
| 8 Decent work and economic growth         | 17 Partnerships for the goals             |
| 9 Industry, innovation and infrastructure |   |

Our specific goals and targets, together with their linked SDG Targets and Indicators, are listed below.

**Improve livelihoods, equality, security and access to justice through pro bono and community investment for those in need, as well as responsible business operations.**

Goal	Supporting Target (if applicable)	SDG	SDG Target	SDG Indicator
Support access to education and development of employability skills.	Drive engagement through our partner charity Street Child.	4	4.1, 4.3	4.1.2, 4.3.1
Fight structural racism, forced displacement and modern slavery in all their forms.	Dedicate a steady or increasing proportion of pro bono activities to human rights and modern slavery cases.	10	10.3	10.3.1
	Constantly increase our knowledge and ability to actively support human rights efforts and fight modern slavery through structured and targeted training.	8	8.7	8.7.1
Empower and protect girls and women.	Reach 50% women in our partnership and 50% women at every level below partner.	5	5.5	5.5.2
Increase access to fair financial services for individuals and enterprises through our social finance and impact investment work.	N/A	8	8.10	8.10.2
Promote the rule of law and equal access to justice for all.	At least maintain or increase the provision of free legal advice, research, training and public legal education through pro bono activities.	16	16.3	16.3.3

**Reduce our environmental impacts and meet our formal Science-Based Targets.**

Goal	Supporting Target (if applicable)	SDG	SDG Target	SDG Indicator
Reduce our Carbon Footprint by 50% by 2030 across our own operations and our value chain.	Increase proportion of global renewable energy supply to our buildings by 10% to 85% by April 2024.	7	7.2	7.2.1
	Engage the business on understanding detailed impact of air travel and undertake mitigation measures.	13	13.2	13.2.2
	Develop a supply chain carbon reduction strategy, and engage with our 20 most material suppliers by April 2023.	13	13.2	13.2.2

**Create supportive and socially inclusive work environments based on our impeccable professional and social standards.**

Goal	Supporting Target (if applicable)	SDG	SDG Target	SDG Indicator
Increase the scope and scale of our employability and social mobility initiatives globally.	N/A	8	8.5, 8.6	
Wherever possible, provide mental and physical health and wellbeing support to all our employees, especially where anxiety, depression and social exclusion are indicated.	Increase health and wellbeing training and awareness of existing support mechanisms.	3	3.4	3.4.2
	Drive local initiatives targeting reducing unnecessary stress leading to anxiety and depression.	3	3.4	3.4.2
	Build and deliver health and wellbeing support mechanisms such as support lines, activities and support groups.	3	3.4	3.4.2

Put diversity, equity and inclusion at the forefront of everything we do as a driving force or a sustainable future.

Goal	Supporting Target (if applicable)	SDG	SDG Target	SDG Indicator
Constantly scrutinise, increase commitment and funding directed towards both internal and external inclusion programmes, including gender, race and ethnicity, social mobility, LGBTQ+, and disability initiatives.	Reach 50% women in our partnership and 50% women at every level below partner.	5	5.5	5.5.2
	Screen and report on diversity indicators across our supply chain.	10	10.3	10.3.1

Channel our expertise to support effective global net-zero transition and sustainable economy.

Goal	Supporting Target (if applicable)	SDG	SDG Target	SDG Indicator
Increase our advisory work in the areas of Energy, Infrastructure and Business Transformation.	Advise our clients on the development of sustainable and resilient infrastructure.	9	9.4	9.4.1
	Find innovative solutions for our global clients, including through our Advanced Delivery & Solutions services.	9	9.5	9.5.1
	Advise our clients on Net-Zero transition and Renewable Energy projects.	7	7.2, 7.a, 7.b	7.2.1, 7.a.1, 7.b.1

Operate as a responsible business across both our own activities and our supply chain.

Goal	Supporting Target (if applicable)	SDG	SDG Target	SDG Indicator
Keep on improving our responsible supply chain engagement and operations.	Maintain the highest standards required through our supplier code of conduct and constantly review them in line with the latest legislation, trends and issues material to the firm.	8	8.7	8.7.1
	Drive supplier engagement toward material reductions in carbon dioxide emissions and materials use for any services delivered to Allen & Overy.	12	12.2, 12.6	12.2.1, 12.2.2, 12.6.1