

CSR policy  
of Allen & Overy  
in France



In France and worldwide, Allen & Overy is deeply committed to sustainability, corporate and social responsibility.

For years, our firm has set up and launched various actions, aiming to make Allen & Overy a caring and inclusive workplace for everyone.

“Allen & Overy’s ambition is to be a key player in the fight against all inequalities and for inclusion in the legal world, both internationally and nationally. Our aim has always been to fight against all forms of discrimination, and to provide an inclusive and caring working environment for all our staff.”



Hervé Ekué, Managing Partner of the Paris office



# Diversity, Equity & Inclusion

As part of the Paris office's strategy regarding diversity, Allen & Overy set up, in 2018, a People & Diversity Committee, composed of partners and Human Resources director, in order to work on the actions to be initiated and followed within the office.

This Committee has drafted a Diversity Pact in order to give a concrete expression to the firm's strong commitment, at global level, to fight against all forms of discrimination and to offer all its employees an inclusive working environment.

This pact is in line with the values put forward by the firm's global policies (Global Code of Conduct Policy and Global Dignity at Work Policy).

We are thus committed to promoting gender, cultural, ethnic and social diversity through its Human Resources' management policy.

The values promoted within the office are the following:

- Gender parity
- Diversity and anti-discrimination policies
- Respect for the environment
- Employee wellbeing

The pact has been signed in the presence of the Paris office employees.

Following this, our Managing Partner, our Senior Partner and our Human Resources director signed the **LGBT+ Commitment Charter** of L'Autre Cercle. The signature of this charter aims to formally include LGBT+ issues in our policy, to promote diversity and to prevent discrimination.

In 2023, Allen & Overy signed the **Diversity Charter**, a text that underlines our commitment to diversity and fight against discrimination. We are convinced that the commitments of this Charter, translated into actions measured and evaluated regularly, help achieve social and economic progress.



# Gender equality

## 1. Women's representation

At the global level, our diversity policy ensures that we set ambitious objectives:

- Increase the proportion of female partners each year.
- Ensure that we introduce female candidates in our partnership process.
- Increase the proportion of women lawyers at all levels.
- Ensure that women are nominated among our shortlisted candidates for senior associate positions.

Building on the work already done, we constantly seek to introduce and implement new viable measures aiming to keep and develop our top female talent.

- Most of our training courses, followed by all of our lawyers, include an additional day specifically designed for women.

- We launched the **Springboard for Women** professional development programme. On each day of the course, a female partner shares her professional and personal experiences. These confidential moments of exchanges and sharing allowed us to create a women's network among our female lawyers and support staff.

For several years now, our mentoring programme aims to create a beneficial and personal relationship between a partner and a female associate for her professional and personal development. Specifically, we ensure that our female senior associates have a mentor.

In 2018, we also launched a reverse mentoring programme. This initiative involves a junior associate mentoring a partner. This allows the junior associates to have their voices heard, and the partners to have a better understanding of the expectations of the younger ones. Today, several partners participate in this programme, with a particular focus on diversity issues.



## 2. Actions taken in favour of equality

Each year, during the remuneration review, Allen & Overy organises a commission with the firm's partners, as well as the Finance and Human Resources teams, to ensure the consistency of the remuneration review, with particular attention given to the gender pay gap between men and women within our workforce.

In order to address our female lawyers' circumstances who have been on maternity leave, who may have been slowed down by this activity both before their departure and after their return to work, their goals are adapted.

Female lawyers eligible for a bonus for the financial year in which they were on maternity leave receive their full bonus. The bonus is not prorated to the time they spent at the firm.

We publish our equality index for our employees every year. In 2022, this was 81/100.

## 3. Other actions in favour of parenthood

Allen & Overy offers its male associates extended financial support of 6 weeks for paternity leave and aims to have every male lawyer taking his paternity leave. Their absence is not taken into account for the calculation of their chargeable hours.

To date, 100% of our associates and partners have taken their paternity leave.

In order to support and accompany our lawyers and employees with their parenthood, we offer maternity coaching and support those who will be on maternity leave.

This includes support before the departure on maternity leave, before the return and a few weeks after the return to the office. Coaching is also offered to the partner/manager.

# Disability

In 2020, the Paris office created a programme called “Légal à Égal”, in partnership with the legal departments of major French and international groups: L’Oréal, TotalEnergies, BNP Paribas, Bank of America et Chanel. This program offers internship packages to students with disabilities: one within the legal department of a partner company and the other one in Allen & Overy.

EFB, a Parisian bar school, and Sciences Po Paris are also partners of this programme.

The firm and its partners made a dual observation: law students with disabilities face great difficulties throughout their university career, and law firms in their diversity and inclusion policies often overlook disabled persons. This is why Allen & Overy has decided to proactively participate in the accessibility of the legal profession to people with disabilities, by setting up a proactive voluntary programme giving access to internships within structures internationally recognised for their excellence.



# Social diversity



## 1. Article 1

Lawyers and employees from our Paris office committed themselves to a mentoring programme with Association Article 1, in order to assist and support pupils and students from disadvantaged backgrounds in their academic and professional careers.

## 2. Programme « Premiers Pas »

Our teams have also been involved in a summer internship programme set up by our Paris office and named “Premiers pas”, reserving an internship and workshops for students from universities of the Parisian suburbs. Through this initiative, Allen & Overy aims to fight against inequality of opportunity and allow all talents to develop their professional skills, regardless of their social, economic or cultural background.

The objective of this programme is to open up new perspectives by introducing these students to a major law firm and to make them aware of the prerequisites necessary to join this type of structure. They will also be accompanied and supported in their future academic and professional choices.



# Environmental sustainability

In 2011, we moved into a new High Environmental Quality (HEQ) building, thus affirming our concern to carry out our activities in environmentally friendly premises.

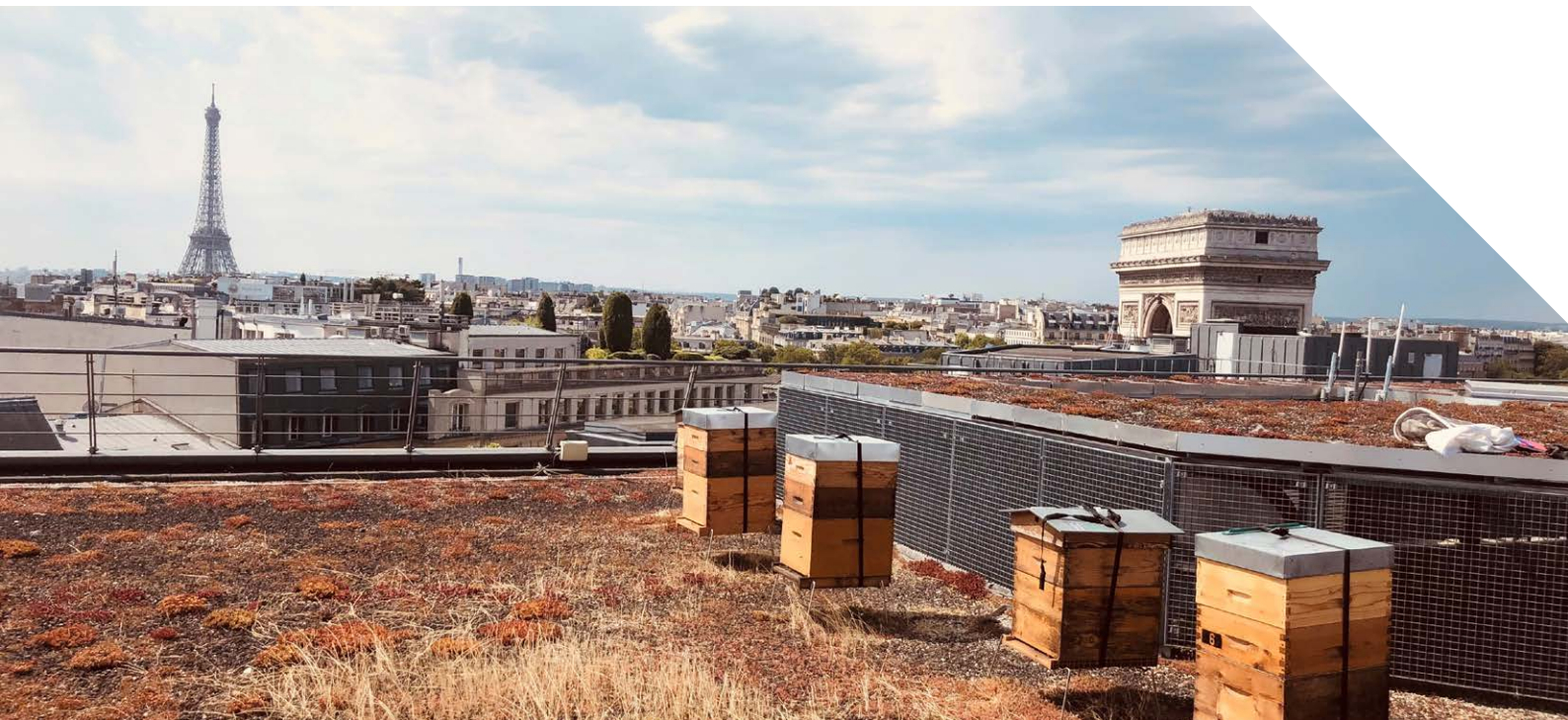
This building is the first building over 5,000m<sup>2</sup> in process of obtaining the THPE (very high energy performance) label.

The Allen & Overy, Paris office supports also Rejoué – le jouet solidaire. This non-profit organisation collects and renovates toys to give them a second life and offers a unique integration project to women and men affected by poverty.

Established more than ten years ago in Parisian suburb, the association renovates around 55,000 toys each year and supports more than 60 people.

In order to reduce our waste, our water consumption, as well as our CO<sub>2</sub> impact, the Paris office has implemented a partnership with GSF and the start-up Newcy to replace our disposable cups with reusable ones in the cafeteria areas on each floor.

reJoué



## Biodiversity and beehives

In its previous premises located at 52 avenue Hoche in Paris, Allen & Overy had installed 4 beehives, in addition to the 200 hives that already exist in the French capital - the most famous example being the apiary at the Paris Opera House. There are also some in Georges Brassens Park, the Vincennes woods, the 4th arrondissement town hall, on Louis Vuitton's roof, the restaurant La Tour d'Argent and on the roof of the Montparnasse Tower.

Honey from Paris is of incomparable quality. Analyses have shown that it is of great purity: free of chemical products since such products are virtually absent in town, nor do they contain heavy metals. Its taste qualities are also very high, making it a much sought-after honey.

As these beehives could not be installed on the roofs of the new Allen & Overy premises, which were not suitable for this, the firm nevertheless has chosen to continue support this initiative.

# Pro Bono

In France and worldwide, Allen & Overy is deeply committed to sustainability, corporate and social responsibility, and has developed its own pro bono programme.

Due to its significant and rapid growth, the firm tasked itself to find ways to broaden its scope of influence and action, beyond its usual areas of activity and clients.

Thus, the Allen & Overy Foundation, created in 2014 and funded by all the firm's partners, has made it possible to deploy substantial financial sponsorship and to put the lawyers' legal skills to work for the benefit of numerous associations.



Global partnership with AMREF Health Africa from 2014 to 2016



Global partnership with WAR Child from 2016 to 2018



Global partnership with Hope and Homes for Children from 2019 to 2021



Global partnership with Street Child from 2021 to 2023



Global partnership with Women for Women International since 2023





In addition, the firm members are deeply involved in various social actions and have devoted a significant number of hours to pro bono activities.

The support given to associations can be financial or human. Here are some of the associations we support.





## Droits d'urgence



Since 1995, the primary objective of Droits d'urgence is to provide advice and legal assistance to the most disadvantaged people in order to help them to know their rights, to have them recognised and to support them.

With around 20 hospital and humanitarian structures in Ile-de-France, Droits d'urgence is a grassroots association, which goes out to meet vulnerable people in a state of precariousness, and assists them in their dealings with legal and administrative institutions.

The volunteers of Droits d'urgence, who are law professionals, provide their skills free of charge to the people who visit these reception and care centres on a daily basis.

In addition, Denis Chemla, a partner in the Paris office of Allen & Overy, chaired Droits d'urgence between 2000 and 2013 after having held the first duty office at Saint-Antoine Hospital in October 1995.

Several lawyers from the Paris office regularly provide free services for people who cannot afford a lawyer or who simply need to obtain a lawyer's advice. The Paris Barreau in partnership with the City of Paris and the Droits d'urgence launched this initiative.





# Paris Peace Forum

Allen & Overy assists the Paris Peace Forum and its founders on a pro bono basis since its creation. Since then, we have been advising the Forum on all institutional aspects: bylaws, advice on governance, relationships with partners, etc.

The firm's support has expanded to other important topics for the establishment and life of the association. We also assist the Forum on topics such as employment law - to enable the association to consolidate its operation - or on intellectual property issues, and certain litigation aspects.





For more information, please contact:

## Paris

Allen & Overy LLP  
32 rue François 1er  
75008  
Paris

Tel +33 1 40 06 54 00  
Fax +33 1 40 06 54 54

### Agnès Salfroy

Head of Marketing, BD & Communications  
– Paris  
Tel +33 1 40 06 54 44  
agnes.salfroy@allenoverly.com

### Jean-Baptiste Lebelle

Head of Human Resources  
– Paris  
Tel +33 1 40 06 54 02  
jean-baptiste.lebelle@allenoverly.com

[allenoverly.com/france](https://www.allenoverly.com/france)

 Allen & Overy France

 @ao\_paris

## Global presence

Allen & Overy is an international legal practice with approximately 5,800 people, including some 590 partners, working in more than 40 offices worldwide. A current list of Allen & Overy offices is available at [www.allenoverly.com/global\\_coverage](https://www.allenoverly.com/global_coverage).

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