



Responsible Business Report 2023

> [Eversheds Sutherland \(US\)](#)



A message from our Managing Partner



As the Co-CEO of Eversheds Sutherland, it is my responsibility to ensure that the firm provides the highest level of service to our clients and is financially successful. At the same time, it is also imperative that we actively contribute to the well-being of our communities. The growing global challenges we face today, including climate issues, social justice and diversity issues, and humanitarian crises, require that businesses do their part to contribute to the development and execution of creative solutions.

Our commitment to being a responsible business and integrating sustainable practices throughout our operations is an important piece of our strategy. In today's interconnected world, clients, employees, investors and regulators are demanding more transparency, ethical conduct and environmental stewardship from businesses. Our Responsible Business Program covers four key pillars of People, Community, Environment, and Governance & Ethics. This report will serve as our communication on progress in those areas.

Our commitment to diversity, equity and inclusion remains strong. We are particularly proud of our ES Scholars pipeline program, which each year includes three groups of incoming law students in Atlanta, D.C. and now the New York area. The program assists students from backgrounds underrepresented in the legal industry in preparing for the unique rigors of law school and provides insight into the many different areas of practice available to them (including public interest law) upon graduation.

In June 2023, our firm proudly launched a five-year partnership with the International Rescue Committee

(IRC). This partnership focuses on providing pro bono work and financial support to aid the IRC's crucial work with refugees worldwide. Our firm has a deep-rooted commitment to pro bono work, and with our global presence, we are well positioned to support the IRC's mission effectively.

To monitor our environmental impact, we have completed our carbon footprint calculations. Armed with data, we are collaborating with the consultancy firm EcoAct to advance our net-zero strategy. We have already made significant emissions reductions in areas such as energy consumption and business travel.

Regarding Governance & Ethics, we have also just launched our Global Ethical Code of Conduct, which sets out our expectations of our people in terms of their behavior toward each other, our clients and our wider stakeholders.

We are more determined than ever to advance our responsible business strategy, recognizing both the responsibility and opportunity we have to address global challenges with our resources and talent.

Looking ahead to the next five years, our success will be measured by the engagement of all our people in meaningful responsible business activities that make a measurable impact on society. We are proud and excited to reaffirm our commitment to the UN Global Compact, the Ten Principles and our work toward advancing the 17 Sustainable Development Goals.

Our commitment to implementing a responsible business program is driven by a deep belief that doing so is not only the right thing to do, but also an essential element of our strategy for long-term business success. By integrating sustainability, social responsibility and ethical practices into our core operations, we can create value for our clients, foster innovation and contribute to a better, more sustainable world.

Mark D Wasserman

Mark Wasserman
Managing Partner



Hear from our Managing Partner, **Mark Wasserman**

Video





Contents





Our strategy



Read on





Helping our clients, our people and our communities to thrive



Our purpose and values are at the heart of our responsible business strategy and we are committed to embedding responsible business practices throughout our global operations, working across four key areas of focus:



People

We empower our people by creating a values-led, diverse and inclusive culture with well-being at its heart and invest in everyone's future through learning and development



Community

We make a positive impact on the communities in which we live and work through our pro bono, volunteer and charitable activities, using our talents and time for the benefit of others



Environment

We are committed to protecting our planet by reducing our environmental impact and promoting the conservation of natural resources



Governance & Ethics

We safeguard the highest levels of professional standards and integrity throughout our governance structures and commitment to ethical business practices



Underpinning all we do

We are proud to be a participant in the UN Global Compact and to support the Ten principles and the 17 Sustainable Development Goals of the Compact. This is a public pledge of our commitment to being a responsible business and will help us to evaluate our progress through annual reporting to the UN.

















Our Responsible Business Working Group



Eversheds Sutherland takes a whole-firm approach to responsible business. Our responsible business working group, led by our Managing Partner, Mark Wasserman, works together on our overall strategy and engages in multi-departmental responsible business initiatives to advance our People, Community, Environment and Governance & Ethics goals. Our aim is to be a market leader in all things “good business” and ensure that responsible business is not just the task of the few but is at the heart of everything we do across all roles within Eversheds Sutherland.

Our 2023-2024 Working Group Members

	People	Community	Environment	Governance & Ethics
 <p>Mark Wasserman Managing Partner</p>	 <p>Darwin Conner Chief DEI Officer</p>	 <p>John Fleming Senior Pro Bono Counsel</p>	 <p>Tom Warren Sustainability Partner</p>	 <p>Dwight Floyd Chief Operating Officer</p>
 <p>Aileen Crowson Director of Responsible Business & Pro Bono Practice</p>	 <p>Dianna Hunter Director of Human Resources</p>	 <p>Natasha Orehowsky Senior Responsible Business & Pro Bono Practice Specialist</p>	 <p>Patrick Hally Regional Director of Operations</p>	 <p>Robin Dupree Director of Conflicts & Client Information</p>
	 <p>Kristy Weathers Professional Development Partner</p>	 <p>Gail Westover Pro Bono Partner</p>	 <p>Danielle Massey Director of Finance</p>	 <p>Nick Christakos General Counsel</p>



People



Read on





Empowering our people



We empower our people by creating a values-led, diverse, equitable and inclusive culture with well-being at its heart and invest in everyone’s future through learning and development.

The Eversheds Sutherland US Employee Relief Fund

The Eversheds Sutherland (US) LLP Employee Relief Fund is a 501(c)(3) charitable organization dedicated to assisting US employees and their families impacted by natural disasters, injury or illness, or personal disasters such as a house fire that cannot be adequately dealt with through personal resources, insurance or public programs (such as FEMA or Red Cross).

Founded in 2018 in response to Hurricane Harvey, which impacted our Houston office, this fund provides emergency cash assistance up to \$1,000 for crises that involve emergency displacement, and financial grants up to \$10,000 per year per employee to help anyone impacted by significant personal disasters.

The fund is made possible thanks to an annual charitable contribution from the firm itself, in addition to generous donations from our US partners and employees that make the fund possible.

All grants are kept confidential, but the impact on our people

when experiencing a crisis cannot be overstated. As one grant recipient affirmed:

“I want to reiterate my thankfulness to all of the members of the Fund committee and for my momentary ‘tears of joy’ this morning. I’m truly and sincerely grateful beyond words.”

Our Employee Assistance Program (EAP)

Our EAP is a confidential assistance program to help address the personal issues any of our people or their dependents are facing. This service is staffed by experienced clinicians and is available by phone 24 hours a day, seven days a week, at no cost.



Video



Hear more about the Relief Fund from **Dianna Hunter**, Director of Human Resources



Well-being



As a responsible employer, the health and well-being of our people are paramount. Our well-being strategy is focused on mental well-being, physical well-being and working well, which is a core part of our wider people strategy.

Mental well-being

We provide an inclusive and supportive workplace environment where colleagues can be open about their mental health without fear of judgment and receive the support they need.

Physical well-being

We promote and support physical well-being as a key component of overall well-being.

Working well

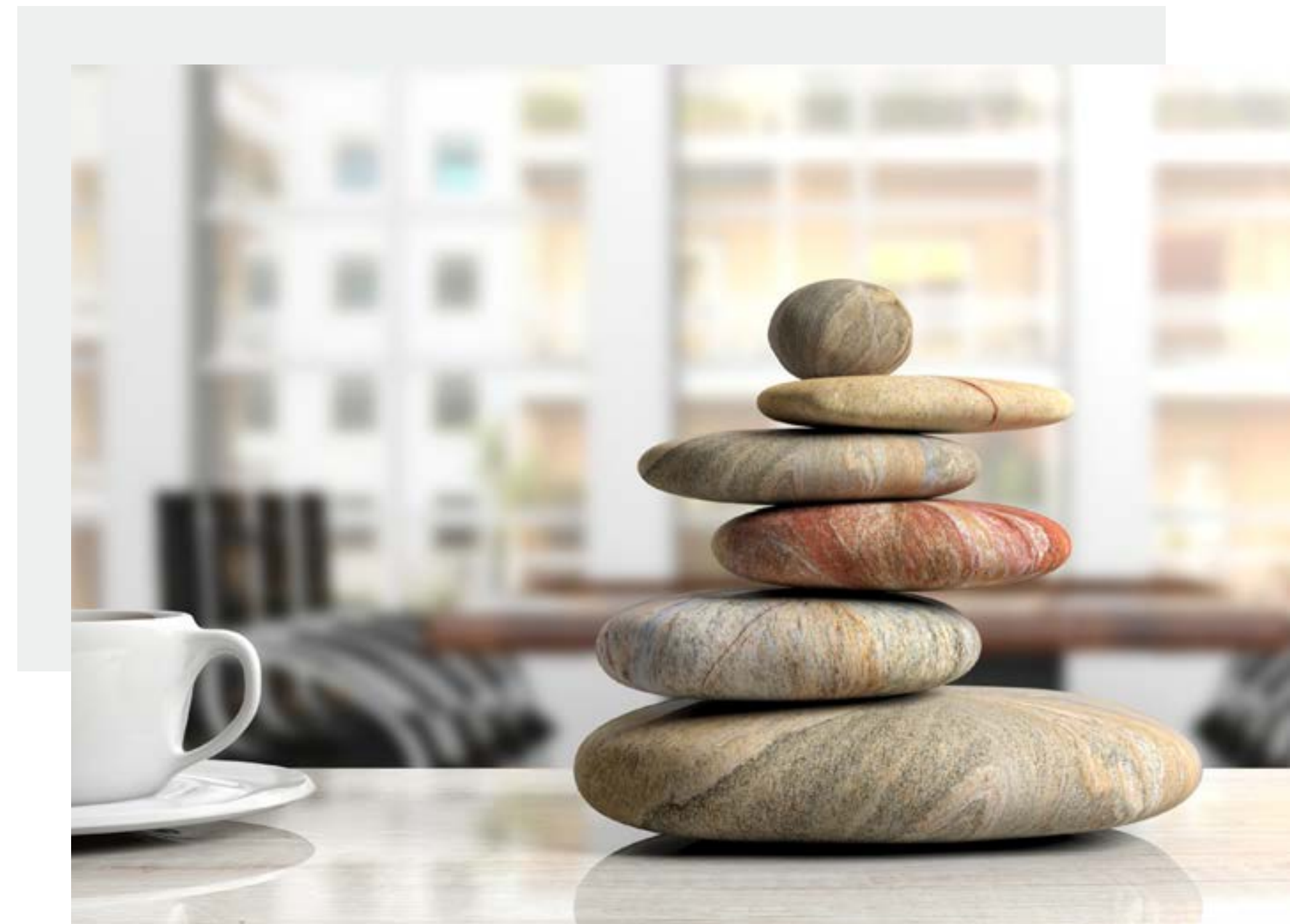
We achieve high performance and optimum client service in a way that is mindful of well-being and is sustainable over the short, medium and long term. Eversheds Sutherland was an early signatory to the **American Bar Association Well-Being Pledge**, which now includes more than 200 US law firms, corporations, law schools and other organizations committed to supporting the national effort to improve mental health and well-being in the legal profession.

In support of the pledge and our people, we provide a wide range of mental health and well-being educational seminars to our employees and clients, as

well as provide access to mental health and well-being experts for our employees. Our intranet houses on-demand training, self-assessment tools and resources (such as meditation and other well-being apps and articles). We consistently reinforce our cultural value of self-care, which includes asking for help when needed through firm-wide and practice group communications as well as through role-modeling by our leaders. We also participate in Global Mental Health Day with annual joint statements from our co-CEOs that reaffirm our values and joint educational well-being programming across global jurisdictions.

Mentoring and training

We consistently rank in the **Vault Top 15** nationally for mentoring and training associates. We sponsor more than 100 internal CLE accredited training seminars each year. Significant training also occurs at the practice group level and individual partner level.





Our approach to diversity, equity and inclusion



The Eversheds Sutherland commitment – We believe the work of diversity, equity and inclusion (DEI) is not a trend, PR opportunity, check-the-box function or charitable endeavor. Our approach, when it comes to DEI, is to identify ways to create and maintain a culture that reflects our values regarding inclusion, representation and opportunity. We try to understand and address inequity using an approach that takes intersectionality into account, not just within our own systems, policies and practices when we see it, but as a responsible, active corporate citizen in our communities, the legal industry generally and the markets in which we compete. We work to remove identity-based barriers and provide support to business professionals and attorneys from all underrepresented backgrounds. The firm is guided by our five core values of collaboration, inclusivity, openness, creativity and professionalism in all that we do.

Working within the framework of our core values, we strive to create a workplace that:

- fosters an atmosphere of mutual respect
- builds a culture of inclusiveness where everyone can thrive
- reflects the goals we share with our clients of changing the legal landscape when it comes to increasing diversity, building equity and creating a truly inclusive culture across the industry
- promotes equitable treatment when it comes to opportunity for those who fall into historically underrepresented categories
- attracts, develops, retains and promotes outstanding attorneys and business professionals from all backgrounds

This requires not just a top-down commitment from firm leadership in which DEI is considered when it comes to all firm decisions, but a grassroots approach when it comes to how we respect and support each other. Building our culture such that equity and inclusion are valued among our business professionals, associates and partners alike is absolutely vital to our success.

In furtherance of Eversheds Sutherland’s diversity, equity and inclusion goals and in recognition of the essential work being performed by so many of our colleagues, we provide up to 50 hours of billable credit per year for qualifying DEI-related work.

The programs and initiatives set forth on the following pages are just some of the ways we incorporate this approach.

Hear from
Darwin Conner,
Chief DEI Officer

Video





Our approach to diversity, equity and inclusion *continued...*



Client Partnerships and Joint Initiatives

When it comes to the value our clients have placed on diversity, equity and inclusion, the message is clear. Not only is DEI an important consideration when building the teams that provide world-class client service, it must play a major role in the joint efforts we undertake with our clients to tackle industry-specific challenges. We are proud of the work we do with a number of clients in furtherance of that goal.

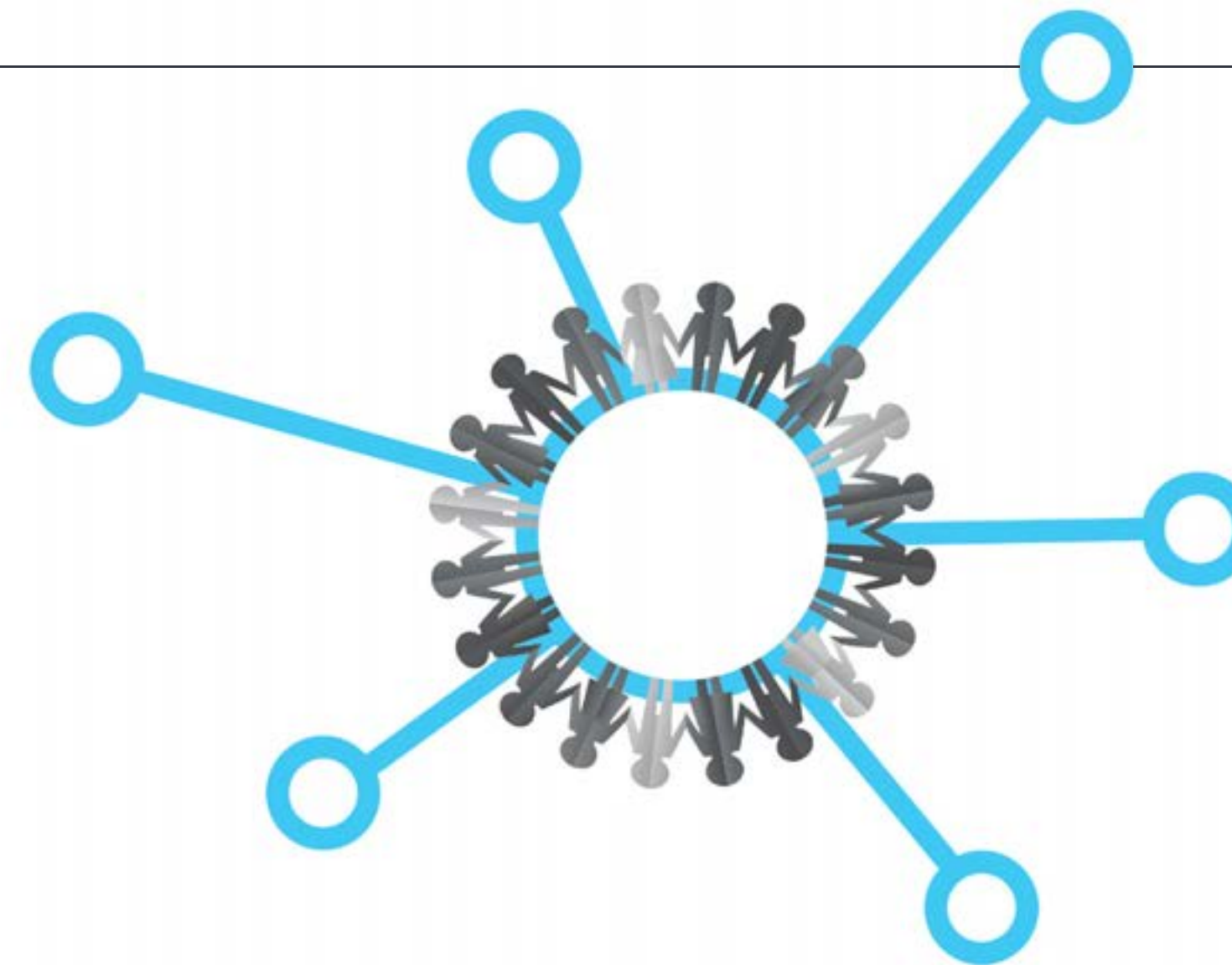
ES Affinity

Our support system for our underrepresented talent includes affinity groups. Each affinity group is typically led by two associates who organize monthly membership meetings in order to tackle topics of interest to the group.

Our affinity groups discuss issues that may need to be addressed, provide space for community and bonding, contribute to Heritage Month programming and communications, help organize DEI-related celebrations and acknowledgments, strategize on ways to elevate the profiles of our underrepresented talent both within and outside of the firm, generate internal newsletters, and explore professional development opportunities and initiatives (including mentoring, education, client development, networking, community building and public service), as well as organize opportunities to engage in a bit of fun!

The firm's affinity groups are broken out by social identity as follows:

- Affiliation of Latine/Hispanic Attorneys (ALHA)
- Asian American and Pacific Islander (AAPI)
- Black Attorneys Alliance Group (BAAG)
- LGBTQ+ Attorneys Group (LGBTQ+)
- Middle Eastern/North African Attorneys (MENA)
- Women's Attorney Group (ESWAG)



Allyship Affinity Group

Our firm and the DEI department, after receiving feedback from those whose social identities do not fall under our existing affinity group structure and who want to participate in a more meaningful way in the work of DEI, decided to build a space to provide that opportunity.

The Allyship Affinity Group takes a grassroots approach to planning and programming opportunities to support colleagues, create educational opportunities on DEI issues and the work of allyship, volunteer to perform DEI work both within and outside of the firm, and work together to meet the goal of building a more inclusive environment, not just in our offices, but across the industry.



Our approach to diversity, equity and inclusion *continued...*



ES Next

ES Next is Eversheds Sutherland’s strategic initiative that serves as our road map for promoting a more inclusive culture by learning from DEI-related subject-matter thought leaders (as well as each other) and identifying ways to improve our interactions, policies and structures. ES Next was born as a product of our internal commitment to racial equity, but now serves as our educational programming component for all things DEI.

ES Next programming provides opportunities to expand our understanding of a number of important topics with a truly impressive slate of speakers. Although our educational programming focuses on building a deeper organizational understanding of a number of foundational DEI topics, we also try to stay current when it comes to building our collective understanding of important topics, trends and current events that affect us all.

Some examples of our programming this past year include:

Allyship for all

To commemorate Dr. Martin Luther King Jr. Day and the launch of our new Allyship Affinity Group, the firm invited a prominent Professor of Constitutional Law and Director of the Meltzer Center for Diversity, Inclusion and Belonging to present on allyship and provide practical tools for how to navigate, address and mitigate non-inclusive behavior.

Black resistance in the Civil Rights era

To commemorate Black History Month and honor the theme of “Black resistance,” the firm hosted Tommie Smith, Olympic gold medalist and Civil Rights activist, to reflect on his and John Carlos’s iconic 1968 Summer Olympics protest and the costs and benefits of speaking up for oneself and others through allyship.

Transgender inclusion

As part of our Pride Month programming, we hosted an international speaker, educator and activist who presented on the following topics:

- transgender inclusion and gender identity
- proactive and supportive allyship for the LGBTQ+ community
- the current landscape and mental health impact of the many proposed and passed anti-transgender bills

International Women’s Day keynote

As part of our International Women’s Day celebration, we hosted a Professor of Feminism, Existentialism and Phenomenology, Philosophical Method, and Philosophy and Film to provide perspective on the history and evolution of feminism, explore the concept of “gender essentialism,” and examine the firm’s stated core values through a feminist lens.



Our approach to diversity, equity and inclusion *continued...*



ES Scholars, established in 2005, is an intensive summer program designed to demystify law school, provide tools to succeed and introduce people from underrepresented backgrounds within the legal industry to careers in law.

The goal of the program is to increase diversity across the entire legal industry, not just at our firm, large law firms in general or in-house legal departments.

We are so proud of this program, partly because of how invested our business professionals and attorneys — from junior associates to the most seasoned and accomplished partners — are in its success. There are so many, both within and outside the practice, who give their time to the program. **Guest instructors and panelists have included GCs from Fortune 100 companies, presiding judges, deans of law school admissions departments, law school professors and ES Scholars alums.**

The ES Scholars program is held (i) virtually for the two-week classroom instruction portion and (ii) in person for three cohorts of Scholars for the instructive panel sessions and networking events at our offices in Atlanta, Washington DC and New York.

Since its inception, **hundreds of ES Scholars have graduated** from the program, and **95% of that group have been accepted into law schools across the country.** In 2017, the program was awarded the Minority Corporate Counsel Association (MCCA) George B. Vashon Innovator Award, which recognized Eversheds Sutherland for excellence in innovative practices and commitment in assisting attorneys from underrepresented backgrounds. The program was also recognized as “Best Diversity Initiative” at the 2022 Georgia Legal Awards.





Our approach to diversity, equity and inclusion *continued...*



Get to know one of our 2023 ES Scholars – Benton Thompson has a unique connection to Eversheds Sutherland. Through the firm’s partnership with the Cristo Rey Network, he joined the Eversheds Sutherland family as a corporate work-study intern in our Atlanta office at 14 years old and stayed in touch throughout his academic career. When Mr. Thompson was accepted into law school, we reached out to him to ask if he would be interested in participating in our ES Scholars program, and we are thrilled that he was able to join this year’s ES Scholars class.

Cristo Rey schools are located in most of our large cities and educate traditionally underserved students. They are supported by more than 2,000 businesses and professional firms that sponsor the students’ education through a work-study model, uniquely integrating rigorous academic curriculum with four years of professional work experience and support to and through college. We have been an early supporter of the Cristo Rey school program in both Atlanta and Houston.

Q: How did you feel learning about your placement with Eversheds Sutherland?

A: As a freshman participating in Cristo Rey Atlanta Jesuit High School’s first Corporate Work-Study Draft Day in 2014, I was ecstatic when I learned I would be working at a law firm. I had no prior legal experience and fully expected working at Eversheds Sutherland to confirm my interest in becoming an attorney. I felt special to have my first corporate job placement be in my field of interest and working at the firm was the highlight of my school week because it allowed me to engage and interact with paralegals and attorneys.



Benton Thompson
2023 ES Scholar



Meghan Rhodes
Senior Human Resources
Manager

Q: What responsibilities did you have as a Cristo Rey intern and how has it helped prepare you for a career in the legal profession?

A: At 14 years old, I was given responsibilities to independently complete meaningful tasks for the firm in a timely manner such as filing documents for paralegals, making labels for correspondence and assembling jury boxes for trial. I learned the importance of asking questions when I needed clarity, double checking through each task before submitting it and requesting feedback on ways to improve my performance. I also used my time at the firm to network and would often ask attorneys about their career paths and they would in-turn offer me insight on how to reach my career goals as well. I formed meaningful connections

with the legal librarians and would read up on old case briefs every day during my lunch.

Q: What did you find most valuable during your time in the Cristo Rey program and how has that impacted where you are today?

A: One of the most valuable experiences of the program was being a mentee to my then-supervisor, **Mrs. Meghan Rhodes**. Forming that strategic relationship became an integral part of my journey from high school until now both socially and professionally. In high school, Mrs. Rhodes encouraged me to apply for programs such as the Atlanta Bar Association’s Summer Law Internship Program, which granted me the opportunity to work in law firms and courthouses. As a college graduate, she also referred me to the ES Scholars program, a program designed to assist students in their transition to their first year of law school.

Q: How was your experience as an ES Scholar and what are some key opportunities or lessons that have helped you as a law student?

A: As an ES Scholar, I learned the fundamentals of contract law, how to read and analyze the law, and how to Bluebook. The program also allowed me the opportunity to network with other incoming law students and gain insight from legal professionals in various practice areas about achieving success during my time at law school. I am in my fourth week of law school at DePaul College of Law and have already seen the impact of the Eversheds Sutherland Scholars program manifested in my class sessions and legal writing. Cristo Rey Atlanta Jesuit High School’s Corporate Work Study Program at Eversheds Sutherland is wonderful, and I hope that others can partake in it and reap all of its benefits.



Our approach to diversity, equity and inclusion *continued...*



Retreats

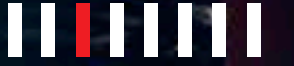
As part of our programming for attorneys from underrepresented backgrounds, we organize and run regular DEI and Women’s Leadership Initiative retreats. The retreats are designed to provide (i) strategy sessions on what the participants would like the firm and the DEI department to accomplish, (ii) programming on leadership and professional and business development, (iii) workshops addressing wellness issues, and (iv) opportunities to connect and bond.

Eversheds Sutherland’s 2023 DEI Retreat focused on the theme of “**Building Connection.**” Our attendees included both business professionals at the leadership level and attorneys, in each case from underrepresented backgrounds. Attendees had the opportunity to attend an informative client panel that covered the importance — from the clients’ perspective — of creating diversity within the teams that manage client work and building and maintaining the support structures within the firm necessary to create an inclusive culture.

The keynote presentation provided guidance on “**Building Deep Internal and Client Relationships**” and creating a “**Resonant Brand in the Market.**”

Finally, all those in attendance were able to network across offices and departments, meet those new to the firm, and just enjoy some time connecting and reconnecting with one another.





Community



Read on





Helping our communities to thrive



We make a positive impact on the communities in which we live and work through our pro bono, volunteer and charitable activities, using our talents and time for the benefit of others. Deeply engrained in our culture is a recognition that we have a responsibility to use our skills and resources to make an impact in the communities in which we live and work.

Access to justice – Our pro bono commitment

We recognize our professional obligation and unique ability to advance SDG 16, Peace, Justice and Strong Institutions.

Eversheds Sutherland (US) LLP has a long history of pro bono work dating back to the 1930s. We commit to pro bono work at a level of at least 3% of our billable hours.

In support of our commitment, the firm provides unlimited billable credit, as every attorney is expected to incorporate pro bono into their practice with a target of at least 50 hours per attorney.

In all this work, our commitment to pro bono and community service work derives primarily from our sense of professional duty. Our people are deeply gratified to be able to make positive differences in people's lives and believe in equal access to justice.

We work on a variety of matters, such as:

- work for nonprofit charitable organizations
- death penalty cases
- civil rights violations
- immigration and asylum appeals
- human trafficking litigation
- safe and affordable housing
- public benefits
- voting rights
- domestic violence cases
- child custody disputes
- veterans' issues
- cases for the disabled and other vulnerable clients





Helping our communities to thrive *continued...*



Video



Learn about Sonny's case



Advocating for the wrongfully convicted

The Sonny Bharadia case

Several attorneys from the firm have worked with the Georgia Innocence Project (GIP) on the case of Sonny Bharadia, who has been in prison for almost 22 years for a crime he did not commit.

Sonny was charged and convicted of a burglary (theft of a computer, CDs and jewelry) and sexual assault that occurred in the Savannah, Georgia, area on November 19, 2001. Sonny was in the Atlanta area, four hours from Savannah, that entire day, as several witnesses confirmed. Sonny did travel to the Savannah area the next day with a girlfriend to pick up a car, and asked an acquaintance, Sterling Flint, to drive his car back to Atlanta so that Sonny could drive his girlfriend's car, as she was then without a license. Flint stole Sonny's car and threatened Sonny and his family when Sonny called to try to get it back, telling Sonny that Flint needed the car because the motorcycle he had been riding in Savannah was stolen. Sonny reported the theft and the threats and directed police to the place where Flint had been staying in Savannah, where they found not only the stolen motorcycle, but also the computer,

CDs and jewelry from the burglary ten days earlier.

The victim, who had been blindfolded throughout the two-hour crime, identified Flint and one other individual from a photo array as the possible perpetrator. Flint told police he got the stolen materials from Sonny, and police prepared a second, very suggestive photo array which included an old photo of Sonny and five individuals who looked very different from that photo. The victim picked Sonny, and based on that and Flint's accusation, the District Attorney charged Sonny with the crime while Flint pled guilty to receiving stolen property. There was no semen, blood, saliva or hair found to test for DNA, so neither the state nor the defense had any DNA evidence to offer at trial.

At trial two years after the crime, Sonny's defense counsel planned to use the photo arrays to show the court – and, if necessary, the jury – how suggestive the second array was.

Continued on next page...



Helping our communities to thrive



The Sonny Bharadia case *continued...*

Unfortunately, the police “lost” the two arrays, as well as what they said was a lengthy investigation report, and a two-hour video interview with Sonny from shortly after the crime, in which he detailed his alibi. And defense counsel failed to prepare the alibi witnesses, with the result that a key witness got the dates she was with Sonny wrong by a week, blowing an otherwise iron-clad alibi. (She remembered seeing a Harry Potter movie Saturday evening with Sonny, but testified that it was on November 10 – which would have been impossible, as the movie was first released on November 16.) Counsel also failed to effectively cross-examine Flint and the police detective. For example, Flint had engaged in several burglaries in the Atlanta area while he had Sonny’s car, stealing computers and CD’s in each case. And he wrecked Sonny’s car in a high-speed chase. The police detective was officially the custodian of documents for the department, but he denied that there was one and lied about how he began to focus on Sonny. Defense counsel failed to bring out those salient facts.

The result at trial was a conviction and sentence of life without parole, as Sonny had two prior convictions relating to a “chop shop” operation in which he had participated. About a year after trial, new counsel for Sonny heard about cutting-edge testing for “touch DNA” being done by a lab in California and got a small amount of funds from the court to have that lab test the batting gloves that had been worn

by the perpetrator and other items for touch DNA. The test showed that the gloves had unknown female DNA on the outside (the same as the unknown female DNA on a soda can from the apartment) and DNA on the inside from an unknown male who was definitely not Sonny. The state agreed that the female DNA must have been from the victim. Some years later, appellate counsel was able to get the court to permit a check of the DNA against a federal database, and this check confirmed that the DNA on the inside of the gloves was that of Sterling Flint.

Appellate counsel argued to the Georgia Court of Appeals (among other arguments) that trial counsel was ineffective in failing to obtain the touch DNA testing prior to trial, and that Sonny should get a new trial based on the newly discovered DNA evidence. The Court of Appeals denied the ineffective counsel claim because trial counsel had expressed tactical reasons for not testing other items for DNA, and denied the newly discovered evidence claim because trial counsel could have gotten the touch DNA evidence in the course of ordinary diligence, as appellate counsel had alleged (without any supporting evidence) in his ineffectiveness claim. The Georgia Supreme Court granted certiorari to consider the diligence criterion of the newly discovered evidence case law, and affirmed because

Continued on next page...





Helping our communities to thrive



The Sonny Bharadia case *continued...*

there was no showing that trial counsel could not have obtained the touch DNA testing in the exercise of ordinary diligence.

We are working with GIP on Sonny's petition for habeas corpus in Gwinnett County Superior Court. We have many claims in our amended petition and brief of more than 100 pages. A principal focus is that Sonny's appellate counsel was ineffective in failing to recognize that touch DNA testing was not available in 2001-2003 to a Georgia trial attorney in the exercise of ordinary diligence. A leading forensic biologist with the Georgia Bureau of Investigation confirmed that at the full-day hearing on Sonny's habeas petition in June 2023. Had appellate counsel presented those facts and that argument correctly, Sonny would have been granted a new trial (which we believe the state would never seek in this case) more than a decade ago. At the hearing we also presented the alibi witnesses, who got their truthful stories straight this time, and the trial and appellate attorneys who each conceded that they had made several mistakes.

We hope that the errors of appellate counsel (in some cases exacerbating errors of trial counsel) will be sufficient to have Sonny's wrongful conviction vacated at long last.

We have also argued that he should be released based on his actual innocence, but whether that is a sufficient basis, standing alone, for a habeas grant is an open question, and the state takes the position that it should not be a sufficient basis. Briefing on the case wrapped up in September, with a decision by the Superior Court expected sometime after that.

Sonny Bharadia is an innocent man. We will not give up on Sonny.





Helping our communities to thrive *continued...*



Our work with the Promise of Justice Initiative (PJI)

A commitment to racial and social justice has always been an important pillar underlying our pro bono efforts.

We are strong advocates of the work of the [Promise of Justice Initiative](#) (PJI). We had 18 dedicated teams of more than 40 volunteers working with PJI in representing individual inmates in Louisiana who were convicted by non-unanimous juries, a practice held by the U.S. Supreme Court in the 2001 *Ramos* case to be unconstitutional.

The practice of using non-unanimous juries was adopted in Louisiana as part of an 1898 state constitutional convention, the express purpose of which was “to establish the supremacy of the white race.” Unfortunately for most of our clients, the US and Louisiana Supreme Courts ultimately ruled that *Ramos* was not retroactive, so our clients could not get a new trial based solely on that new constitutional rule. Two of our clients were able to achieve parole and we had the privilege of helping one of our clients walk free on a separate claim of actual innocence.

This PJI client had been wrongly imprisoned for more than 32 years after being first convicted (non-unanimously) in 1991, despite having a strong alibi.



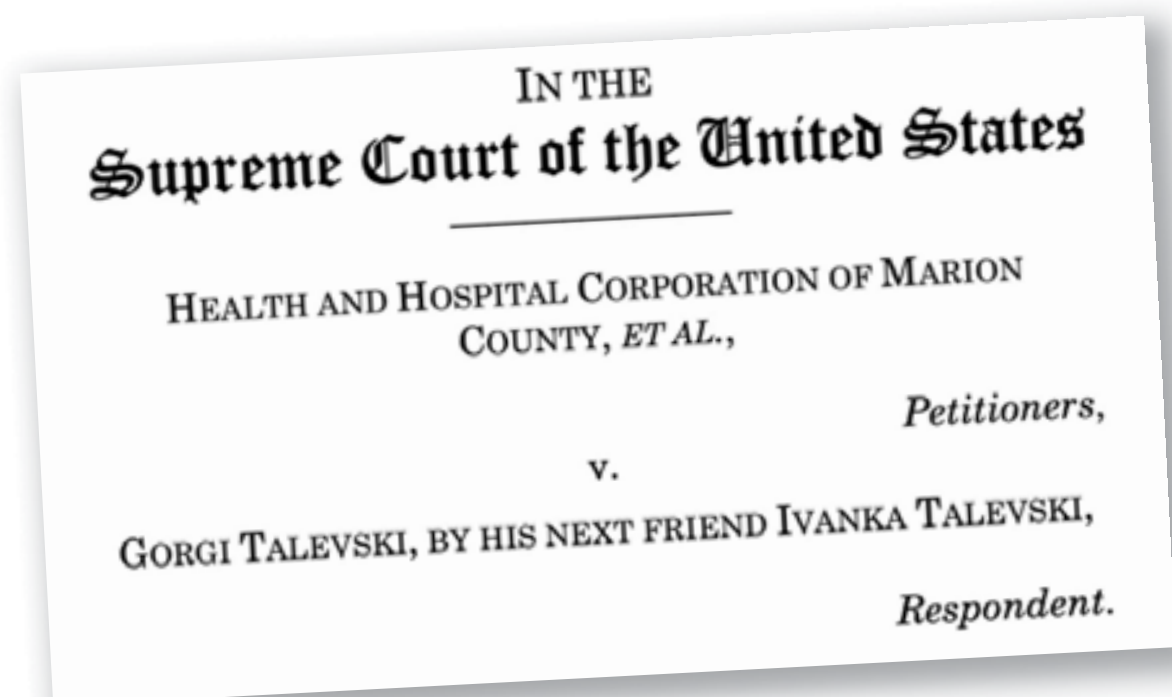
After a new witness (to whom the victim had identified the actual perpetrator after the trial) came forward, we expanded the scope of our representation to include a new actual innocence claim, necessary to get around procedural bars from prior post-conviction challenges. Melissa Fox took the lead. In response to our petition, the DA noted that there were real concerns about the guilty verdict in this case, and expressly waived (in our client’s case) the non-retroactivity defense to our *Ramos* claim.

In 2023, the judge declared that the state had never proven our client’s guilt beyond a reasonable doubt, and vacated his conviction based on the non-unanimous jury verdict. This could have permitted a new trial, and we asked that a reasonable bond be set so that our client could be freed while the state considered this. The Assistant DA then stated that the state would not retry this case, resulting in our client being freed that same day.





Helping our communities to thrive *continued...*



Health and Safety Rights

We served as counsel of record for the [American Cancer Society](#) (ACS) in an amicus brief in the case of *Health and Hospital Corp of Marion County v. Talevski* in order to provide the Supreme Court of the United States with scientific data on the critical importance of Medicaid for prevention and treatment of patients. One issue in the case was a challenge to the right of private individuals and organizations to bring suit to enforce the Medicaid Act, a very important issue to ACS and other major health organizations (ten of which joined this amicus brief). This case could have also potentially impacted current pro bono efforts we are pursuing in a class action for medically fragile children in the state of Georgia. We and ACS are gratified that the Supreme Court's decision was positive on the issue of importance. We have subsequently worked with ACS on another amicus brief on another important issue, this in the US Court of Appeals for the 2nd Circuit.

Supporting Veterans and First Responders

We work closely with several partners, including the [National Veterans Legal Services Program](#) (NVLSP) and [The Veterans Consortium](#) (TVC), in representing individual veterans in their claims for discharge characterization upgrades due to post-traumatic stress disorder, traumatic brain injury, military sexual trauma, or other mental health conditions or mitigating factors. Learn more about one of our cases representing a veteran: A Navy Field Medical Service Technician began experiencing depression and anxiety during his service. He sought mental health treatment and was provided some therapy. His treating psychologist recommended an administrative separation based on his adjustment disorder diagnosis. Even though he had good performance grades and no recorded misconduct, he was discharged with a General (Under Honorable Conditions) characterization of discharge. Post-discharge, the VA determined that his anxiety and depression were connected to his military service, conferring a 30% disability rating. Michael Bahar (Partner, US) filed a brief with the Naval Discharge Review Board (NDRB) arguing that he should have a fully honorable discharge, since his performance was good and he had no misconduct. The board noted he had good performance grades, a Good Conduct Medal and no misconduct in service. The NDRB found that the General characterization of discharge was not equitable and upgraded his characterization to fully honorable.

Additionally, our attorneys have worked with the organization Filing for Freedom, to assist military families and first responders with preparation of their federal and state income tax returns, volunteering at several in-person and virtual clinics throughout the spring.

"I have enjoyed working on the veteran upgrade cases on both a personal and professional level. With a sister in the military, I have experienced firsthand what individuals and families sacrifice and therefore I love being able to give back to our veterans in this small but very impactful way. I was able to obtain an upgrade for my first client and I know our firm's work was life-changing for him because he told me 'This is tremendous news and I cannot thank you and all of your staff enough. From what I understand this will make a major difference in my life and I simply don't have the words to express to you my appreciation.' I enjoyed working on that case so much that I have now taken on another veteran upgrade case and hope to soon receive similar news. I sincerely appreciate the opportunity to work at a firm that allows me to devote time to this valuable cause."



Maggie Pope
Counsel, Tax



Helping our communities to thrive *continued...*



Collaborative pro bono project for climate change legislation



Eversheds Sutherland is proud to have been selected as one of the joint winners of the Collaboration Award at the **TrustLaw Awards 2023**. The award showcases highly effective working relationships that exemplify the power and best practices of pro bono.

Eversheds Sutherland partnered with the [Thomson Reuters Foundation](#), Argentinean nonprofit **Sustentabilidad sin Fronteras** and several law firms to research best practices on climate change regulations in South America, a pro bono project to develop a comparative study on climate change legislation in Argentina, Brazil, Chile, Colombia, Mexico, Paraguay and Peru (all of which have ratified the Paris Agreement).

Our team of attorneys drafted the chapter on Chile’s legislation, which was published in the final report along with other law firms’ contributions. [View full publication \(in Spanish\).](#)

Death penalty representation

In 2019, the [Georgia Resource Center](#) (GRC) requested that we take on the death penalty case of Ward “Brock” Brockman, then pending in Superior Court on a petition for habeas corpus.

Brock was 18 years old in 1990 when he was charged with shooting and killing a gas station manager in Columbus, Georgia, in the course of a botched robbery attempt. He was tried, convicted and sentenced to death in 1994. A motion for new trial pended for almost two decades, then was denied, and the conviction and death penalty were affirmed by the Georgia Supreme Court on direct appeal in 2013.

The GRC pursued the state habeas proceedings through a hearing in 2018, but by then all the GRC attorneys who had previously worked on it had left GRC, and GRC asked for our help with the extensive briefing following up on the hearing. We pursued quite a few issues, but emphasized ineffective assistance of counsel because of the appointed trial counsel’s failure to investigate and present evidence of family violence and abuse in Ward’s youth in the penalty phase of the trial. After a very comprehensive briefing, Judge Wade Crumbley in late 2020 carefully considered the record and our arguments in a 78-page order, and vacated the death penalty. The state elected not to appeal, sending the case back for a possible new penalty trial in which the State could again seek the death penalty. In 2022, we managed to strike a deal in which Brock accepted a sentence of life with the possibility of parole, and the deal was accepted by the court. Brock and his family are very relieved and look forward to a parole application in 2024.

In addition to our work taking on individual death penalty clients, more than 100 of our partners and attorneys around the world volunteer their time and skills to assist Amicus in its pursuit of combating the death penalty in the US. Working with the Florida Center for Capital Representation (FCCR), we monitor pre-trial death penalty cases in the state of Florida to identify patterns in the charging and conviction processes, with a particular focus on cases where race may have influenced decision-making or outcomes.



Georgia Supreme Court building, Atlanta



Helping our communities to thrive *continued...*



First Amendment case before the US Supreme Court

We filed an amicus brief on behalf of [Human Rights for Kids](#) in a First Amendment case before the US Supreme Court regarding how to determine whether pure speech is a “true threat,” exempting it from protection of the First Amendment.

We argued that to meet the “true threat” exception — meaning an individual can be prosecuted for pure speech — the speech at issue must be both objectively threatening to a reasonable listener and specifically intended by the speaker to constitute a threat, evaluated in the context of the totality of the circumstances. Many states and federal circuits employ an objective-only test, effectively criminalizing negligent speech. We wrote to bring to the Court’s attention the impact of its choice of a mens rea standard on the rights of children, especially in light of their inveterate use of social media. Although still kids, they are subject to adult criminal sanctions for speech involving threats because of transfer laws that allow them to be prosecuted in adult court. Children, with their cognitive immaturity and heavy use of social media for communicating, are especially at risk for online misunderstandings that could result in overcriminalization of their speech without both an objective and subjective review of the facts and circumstances.

We achieved a partial victory. The Court agreed that to meet the true threat exception, the speech must be objectively threatening to a reasonable listener and the speaker must also intend to threaten. But the Court did not go as far as we argued (specific intent) and instead deemed the appropriate intent standard to be recklessness. Because the case at issue did not involve a juvenile, however, there likely remains a future opportunity to address the true threat exception as it specifically relates to juveniles, arguing for the higher intent standard.



Advocating for women and combatting gender discrimination related to the death penalty

In collaboration with the [Advocates for Human Rights](#), we participated in a global pro bono research project to support the Advocates’ death penalty advocacy at the United Nations.



The Advocates
FOR HUMAN RIGHTS

The teams, consisting of 26 attorneys across our global offices, drafted reports for the United Nations’ Committee for the Elimination of Discrimination Against Women to identify information relating to women, gender and the death penalty in particular countries of interest.

Thanks to their efforts, the Advocates were able to engage with four different UN human rights mechanisms about death penalty issues in 14 different countries. The project also allowed for participation in formal and informal briefings with several UN treaty bodies.



Helping our communities to thrive *continued...*



Community engagement

Our global partnership with the International Rescue Committee

In 2023, we proudly announced a new five-year global partnership with the [International Rescue Committee](#) (IRC), a global nonprofit organization that helps people affected by humanitarian crises.

Founded in 1933, with a mission to “help people whose lives and livelihoods have been shattered by conflict and disaster to survive, recover and gain control over their future,” the IRC assisted more than 32.9 million people in 2022 alone.

In September 2022, David Miliband, President and CEO of the IRC, gave the keynote speech at the firm’s global partner conference and introduced our colleagues to the important work of the IRC. As part of the partnership, Eversheds Sutherland will provide the IRC with both financial and pro bono support over the next five years to help them deliver its work supporting those in most need across the 59 countries where it works with its local partners.

To mark the launch, we organized a program of events to both celebrate and officially launch the partnership that included a global Town Hall held on World Refugee Day 2023 for our 5,000+ people around the world led by Co-CEOs Lee Ranson and Mark Wasserman, with guest speakers from the IRC.



The Town Hall also launched the video above, introducing the partnership and featuring a number of our partners and attorneys who are already working on pro bono matters for the IRC.

Our support for the IRC to date

Many of our colleagues have been involved in providing pro bono legal advice and support to the IRC on a range of issues. To date, we have supported the IRC with nearly 30 different pro bono matters involving colleagues from across the globe on various issues including employment law, business operations, Freedom of Information requests, finance advice and IP issues.

Supporting the IRC in this way is part of Eversheds Sutherland’s commitment to being a responsible business, using its resources, time and talents for the benefit of those in our wider communities most in need.

We are grateful for the opportunity to make a difference and support the IRC’s inspiring work around the globe.

“As a purpose-led business, we believe it is incumbent on us to provide financial resources and expertise to organizations like the IRC to deliver on our responsibilities to both our local communities and support our global community in its widest sense. It’s a simple goal, to work together to make the world a better place and to offer long-term support to achieve this.”



Lee Ranson
Co-CEO, Eversheds
Sutherland

“As the grandson of immigrants fleeing persecution, I am proud to help launch our partnership with the IRC, an organization whose ambitions are personal to me. Our colleagues across our global network are committed to using their time and talents to support this vital humanitarian work and the displaced people the IRC serves in response to humanitarian crises everywhere. Over the next five years, we look forward to committing our time and resources to make the biggest impact possible.”



Mark Wasserman
Co-CEO, Eversheds
Sutherland



Helping our communities to thrive *continued...*



Eversheds Sutherland Spark!

We recently launched a new employee engagement and giving platform, **Eversheds Sutherland Spark, powered by Benevity**. This platform is a space for our people to connect and come together to invest in our communities in a meaningful way through charitable giving, volunteering and action-based missions.

In addition to making online giving via payroll easy, as an added employee benefit, we also provide seed funding to all new employees that can be used to donate to any charity or cause they care about most upon joining the firm. As a policy, we also provide every employee with a community service paid-time-off day.



Giving back to our communities

Each year our offices participate in the annual **Fall Giving** campaign, a long-standing firm tradition, where we come together for a two-week fundraising sprint to raise money for local nonprofit partners and charities our people care about most.

For the past few years, we have kicked off our campaign with the **Great Giveback Game Show** in partnership with [Impact 4 Good](#), an innovative group focused on the national and international delivery of community-service-based activities. During the kickoff trivia event, offices across the firm compete against each other for a chance to win levels of prize donations to the winning office's featured charity. Additionally, each individual who participates in the kickoff event is seeded funds into their personal giving account on Eversheds Sutherland Spark to make a donation to any charity of their choice.



During our **2022 Fall Giving** campaign, we raised an incredible **\$153,000** while coming together in our local offices for community service events to support local nonprofits and charity partners. A sincere thanks to all our people for their generosity and for participating in the campaign each year.



[View our campaign wrap up video](#)



Helping our communities to thrive *continued...*



Supporting youth development and education

Our Chicago office partnered with members from the **Association of Corporate Counsel Chicago** for a community service event supporting **Chicago Youth Centers (CYC)**. Volunteers packed more than 500 holiday stockings filled with educational toys, games, activities and treats for deserving children in the Chicago community. For more than 65 years, CYC has been a trusted partner in Chicago's most divested neighborhoods, ensuring that kids have a safe place they can go to explore, to discover, to process and, ultimately, to envision a bright future that they can create for themselves. Lance Phillips (Partner, US) previously served on the Board of CYC for 6 years and continues to act as pro bono corporate counsel to the organization.

Eversheds Sutherland was recognized with a Corporate Hero Award in 2023 from **Everybody Wins!**, an Atlanta organization our firm has been involved with for more than 20 years that provides literacy support for thousands of local elementary students.

Thomas Warren (Partner, US) currently sits on the board and we have supported Everybody Wins! with both funding and volunteer work throughout the years.

Trail Blazers is a youth development organization based in New York and New Jersey that has touched the lives of thousands of young people for more than 130 years. Frank Nolan (Partner, US) has served on the board since 2015, previously serving as Secretary of the board and is currently serving as Co-Chair of the Board of Directors. Through outdoor experiential programs financially accessible to all, each year Trail Blazers engages thousands of children and teens from New York City's five boroughs and New Jersey. Trail Blazers operates an overnight camp on a 1,000-acre property owned by the Nature Conservancy, numerous day camps in New York City and after-school programs in underserved public schools in Brooklyn. Trail Blazers equips and empowers youth to build values for life.





Helping our communities to thrive *continued...*



Banding Together in DC

We returned for another year in “**Banding Together: Battle of the Law Firm Bands,**” an annual fundraiser presented by [Gifts for the Homeless](#) to help raise funds to provide clothes and warm blankets for those experiencing homelessness in DC.

The **Banding Together 2022** event raised more than **\$300,000** for DC homeless, and Eversheds Sutherland’s rock band, Sutherland Comfort, gave a stellar performance and placed as one of this year’s runners-up!



Fighting food insecurity

As part of our **2023 World Food Day** campaign, colleagues in our Atlanta office spent a weekend afternoon volunteering at the [Atlanta Community Food Bank’s \(ACFB\)](#) Hunger Action Center. Volunteers helped to sort, inspect and pack grocery donations for distribution to nearly 700 partner agencies across Georgia. Together, our volunteers helped provide **10,550 pounds of food, equaling 8,792 meals** for neighbors in need. Each month the ACFB distributes an average of 9.7 million pounds of food, or approximately 8 million+ meals, to neighbors who are food insecure in 29 counties across metro Atlanta and north Georgia.





Helping our communities to thrive *continued...*



Coming together for the environment

Volunteers from our Washington DC office celebrated Earth Day by participating in a cleanup activity in partnership with the [Anacostia Watershed Society \(AWS\)](#). The **AWS Earth Day Cleanup** is its largest annual volunteer event where volunteers come out to dozens of different sites around the watershed to pick up trash, serve their communities, and enjoy the Anacostia River.

Our colleagues and summer associates from our San Diego office also came together for a beach cleanup at Moonlight State Beach by helping remove trash from the coastline.



**ANACOSTIA
WATERSHED
SOCIETY**

Our support for the American Heart Association

Colleagues from our Washington DC office, along with family and friends, participate annually in the Lawyers Have Heart 10K, 5K & Fun Walk to support the [American Heart Association](#). This year, Team Eversheds Sutherland had 26 team members participate in person and virtually. Eversheds Sutherland has supported the annual Lawyers Have Heart race for numerous years, joining the legal community in Washington DC to raise money and awareness for heart disease and stroke.



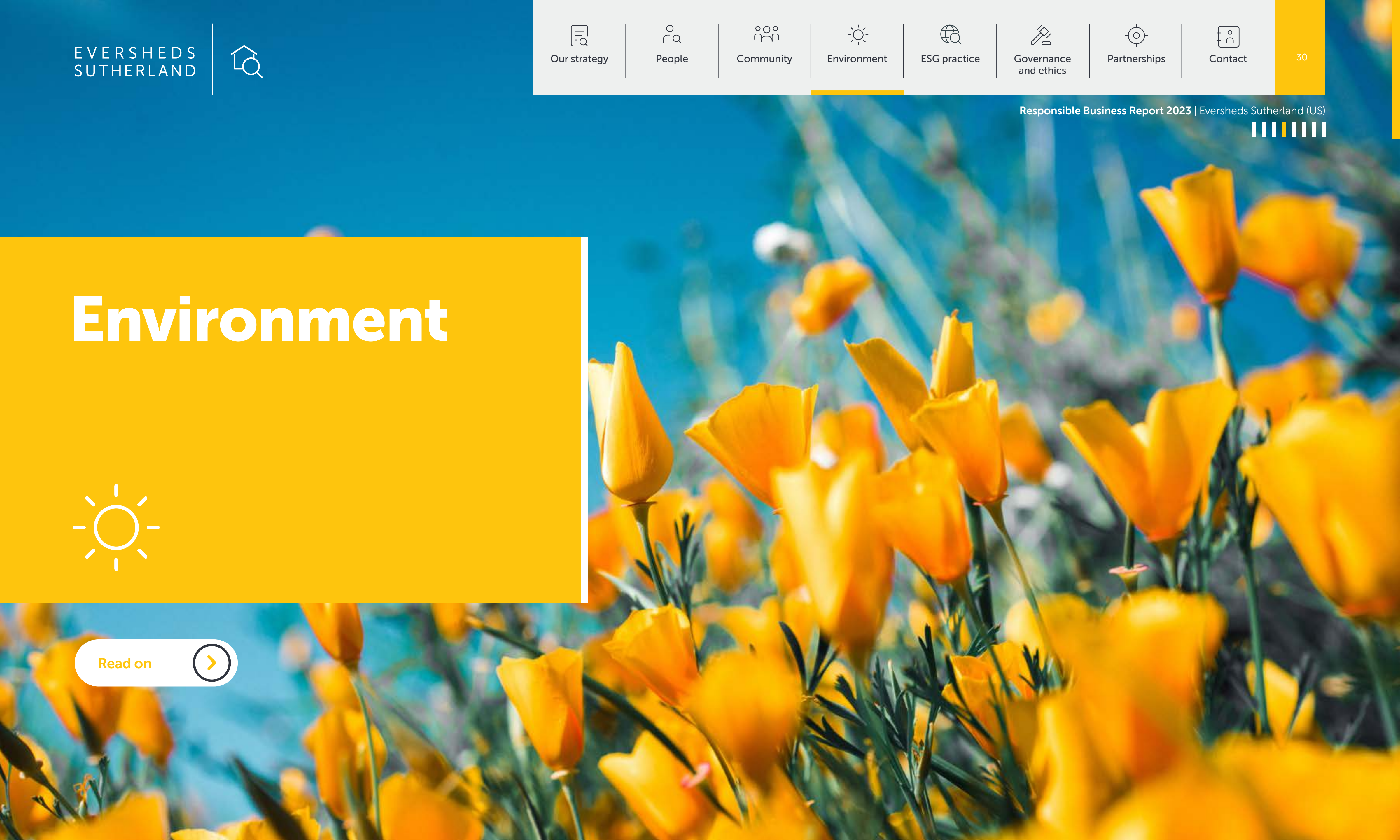
**American
Heart
Association.**



Environment

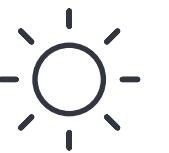


Read on





Environment



At Eversheds Sutherland, we understand that our operations have a local, regional and global impact on the environment. Since 2008 we have committed to being a leader among law firms in enhancing the sustainability of the practice of law.

We are committed to promoting the conservation of natural resources, preventing environmental pollution and continuously improving our environmental performance. In addition to many achievements to date to reduce our environmental impact, we have committed to achieving net zero by 2050 or sooner, and we are proud of our progress thus far.

To that end, we have partnered with EcoAct, an international climate consultancy and project developer, to monitor our carbon footprint and advise on our reduction strategy and target setting.

The majority of our emissions are Scope 3 emissions (indirect emissions excluding Scope 2 emissions), typical for a professional services firm. Between our base year (2019) and 2022, we have seen a reduction from both a local and market-based perspective, mainly driven by Scope 2 and 3 reductions.

A portion of these reductions can be attributed to business operations impacted by COVID-19. We have learned from this experience some new ways to operate more sustainably, and we aim to maintain our reductions as we continue to serve our clients, our people and our communities.



"I'm a parent; I have three children. And I see them growing up and I see that as the climate changes, as the world evolves and as we as a society use more and more of the resources of the world, we start to realize that the resources our world has are finite. We need to change our business practices, our personal practices, and so our sustainability commitment is really part of that effort to improve society for everyone."

Since 2008, the Eversheds Sutherland (US) Sustainability Committee has worked to significantly reduce waste and promote the conservation of energy and natural resources. The committee is comprised of various professionals, across departments and practice areas, who bring together their knowledge and ideas to move forward our environmental initiatives.

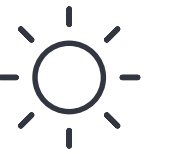
Hear from
Tom Warren,
Sustainability
Partner

Video





Emissions overview



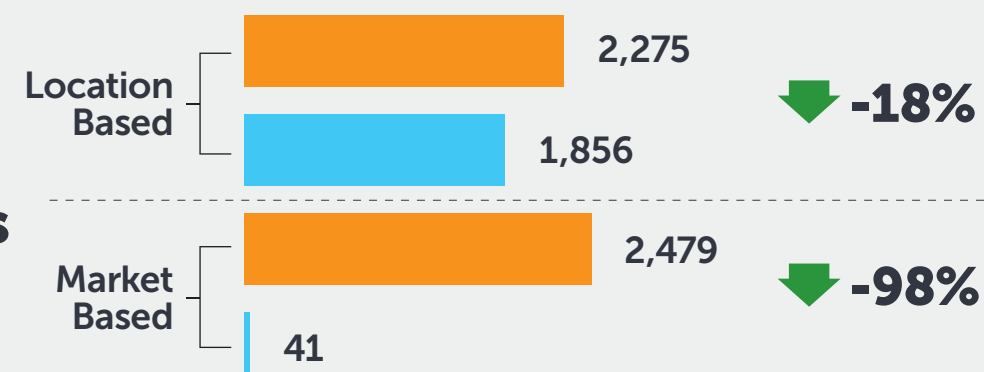
Our emissions direction

Comparing 2019 and 2022 emissions (tCO₂e) and percent change

Scope 1 emissions



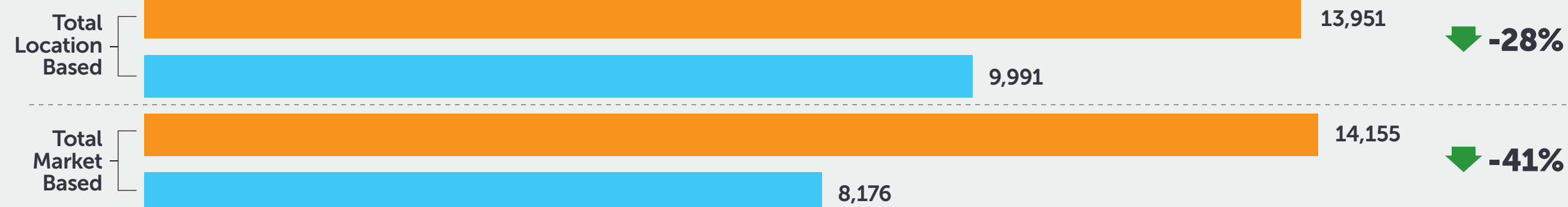
Scope 2 emissions



Scope 3 emissions

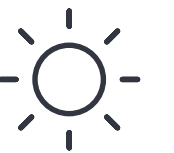


Totals





Emissions overview *continued...*



Scope 1 & 2 emissions

Our Scope 1 emissions come from natural gas consumed in seven offices and our warehouse, alongside fuel for one office-owned vehicle and the use of refrigerants.

Our market-based Scope 2 emissions (indirect emissions from energy usage) reductions are due to renewable energy procurement, specifically the purchase of Renewable Energy Certificates (RECs). Moving forward, we will continue to procure RECs equivalent to our annual emissions from the rest of the grid.



Scope 3 emissions

For our Scope 3 reductions, we also saw a 39% reduction in business travel emissions and a reduction in emissions related to purchased goods and services compared to base year 2019.

	tCO ₂ e				Change in emissions (2019-2022)
	2019		2022		
	Emissions	Materiality	Emissions	Materiality	
1. Purchased goods & services	5,746	50%	4,008	50%	↓ -30%
2. Capital goods	197	2%	70	1%	↓ -65%
3. Fuel & energy related	599	5%	467	6%	↓ -22%
4. Upstream transportation	93	1%	31	0%	↓ -67%
5. Waste from operations	27	0%	32	0%	↑ +17%
6. Business Travel	3,337	28%	2,043	25%	↓ -39%
7. Employee commuting	1,639	14%	1,442	18%	↓ -12% (/81%)



ESG practice



Read on





Our ESG practice and client work



As advisors to some of the world’s leading companies, our most significant impact is through the work we do partnering with our clients on their own Environmental, Social and Governance (ESG) journeys. **Co-led by Partners Diane Gilhooley and Herbert Short**, the Global ESG Group includes more than 200 attorneys across sectors, practices and regions that regularly advise clients on issues relating to their environmental, social or governance objectives.

We understand that successfully managing the risks and opportunities stemming from ESG issues may hold the key to unlocking business value and protecting future resilience. Our ESG practice is holistic and spans all areas that fall within environmental, social and governance.



Diane Gilhooley
Global Practice Group Head of
Employment, Labor and Pensions
& Global Co-Lead of ESG



Herbert Short
US International Partner &
Global Co-Lead of ESG

Energy transition

- Advising a developer on the consenting and real estate aspects of its development of two Scotwind sites for offshore floating and fixed wind turbines with a combined estimated generating capacity of 2.3 GW, enough to power approximately 3.5 million homes.
- Advising the offtakers in a long-term power purchase agreement of the carbon-free power to be generated by the 800 MW Palisades Nuclear Power Plant in Michigan, which is on track to be the first successfully restarted nuclear power plant in the US.
- Advising a leading global renewable energy provider on its 15-year renewable power purchase agreement with the Canary Wharf Group (CWG), enabling CWG to meet almost three-quarters of its electricity demand from wind power alone.
- Advising a government client on the procurement of seven solar PV projects in Iraq totaling 3 GW in capacity – the first renewable projects procured on a public-private partnership basis in Iraq.

Carbon markets

- Advising on the acquisition of entities owning a forestry portfolio of 1.7 million acres and agreements to acquire additional entities that own an additional 200,000 acres – one of the largest private forest carbon investments in US history, valued at approximately US \$1.8 billion.
- Advising a US multinational conglomerate on regulatory and legislative activity with the potential to impact its trading of environmental commodities, such as carbon and other greenhouse gas attributes, as well as on how best to structure and start a carbon trading desk within its organization.

Sustainable finance

- Acting for a leading global bank on a multimillion pound sustainability-linked revolving facility.
- Advising a borrower on a revolving social loan facility based on the Loan Market Association’s Social Loan Principles, with all amounts under the facility being used toward funding social projects in accordance with the borrower’s social loan framework.
- Advising a borrower on a sustainability-linked facility, which contains a two-way margin ratchet related to three KPIs: reduction in Scope 1, 2 and 3 emissions; social investment; and doubling post-consumer material.
- Advising on the financing of the first green hydrogen facility in Egypt.



Our ESG practice and client work *continued...*



Corporate compliance and reporting



- Advising one of the largest private sector occupational pension schemes in the UK on its climate change reporting obligations, and building its ESG governance infrastructure. We recently supported this client in signing up to the UN Principles of Responsible Investment, committing to a target of net zero by 2050, and joining the Institutional Investors Group on Climate Change, among other initiatives.
- Supporting a large manufacturing client with its TCFD reporting obligations.
- Advising the trustees of multiple pension master trusts on their first and most recent TCFD reports.

Business and human rights and supply chain management



- Advising a multinational chemical company on the definition and design of its worldwide human rights strategy.
- Advising multiple clients on the implications of the growing regulations surrounding supply chain due diligence.





Governance and ethics



Read on





Governance and ethics



Governance and ethics are the foundation of our responsible business program. We strive to act with the utmost integrity at all times and safeguard the highest levels of professional standards through our governance structures and commitment to ethical business practices.

Our Executive Committee

The Executive Committee of nine voting-members consisting of the Managing Partner, Mark Wasserman (elected to a four-year term), and eight additional Equity Partners nominated by the Nominating Committee and elected by the Partnership. The role of Executive Partner, held by Cynthia Krus, is a non-voting member of the Executive Committee. In addition, the General Counsel regularly attends Executive Committee meetings as an ex officio member. This is the governing body of the firm. The business and affairs of the firm are generally managed by or under the direction of, and subject to oversight by, the Executive Committee, except for certain significant decisions that are reserved to the Equity Partners. The committee convenes on a regular basis at least once a month.



Mark Wasserman
Managing Partner



Olga Greenberg
Partner



John Pruitt
Partner



Cynthia Krus
Executive Partner



Griff Griffin
Partner



Michael Sweeney, Jr.
Partner



Bob Copps
Partner



Stacey Kern
Partner



Maria Todorova
Partner



Nick Christakos
Ex-Officio
Firm General Counsel

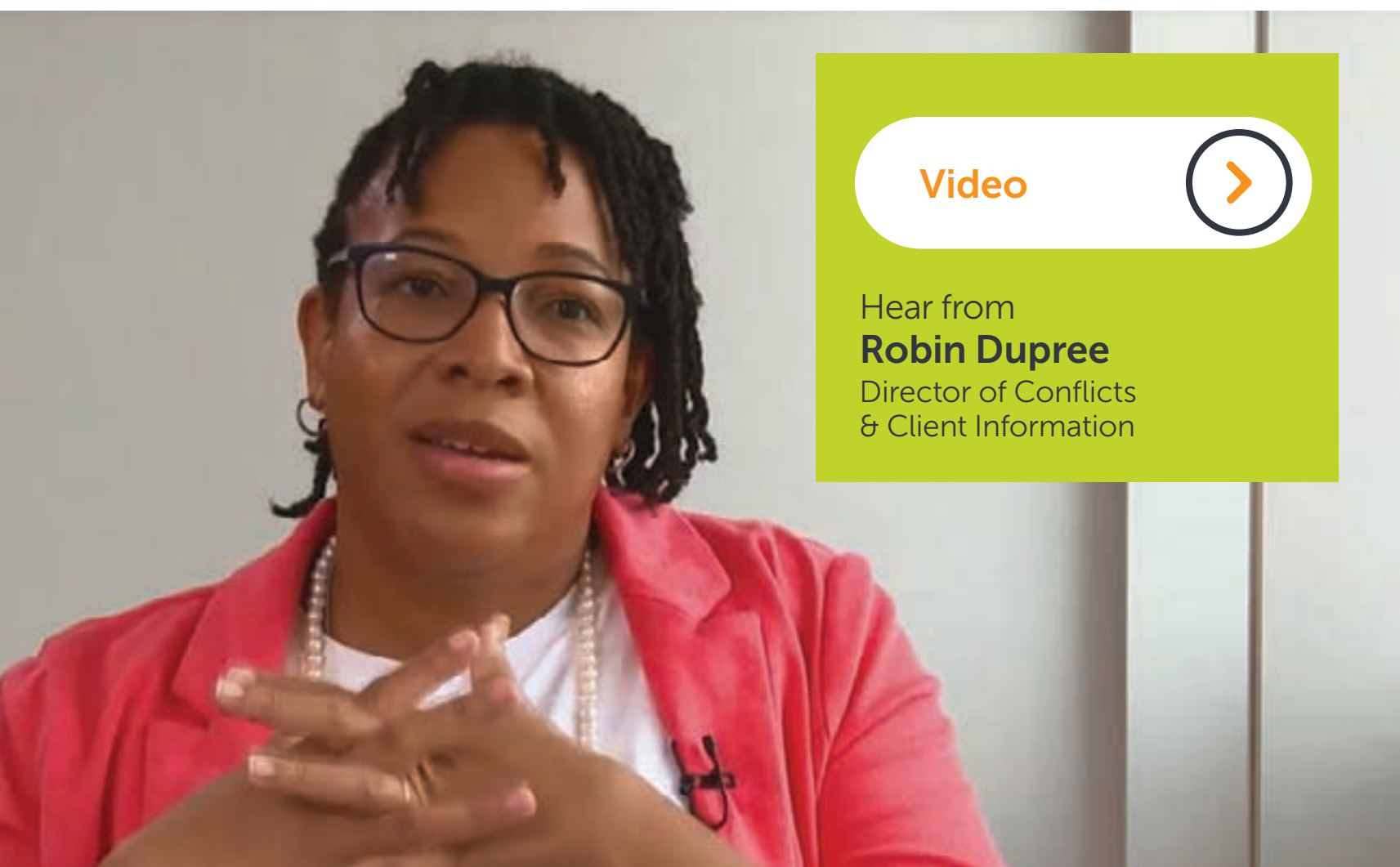


Sarah Paul
Partner





Governance and ethics *continued...*



Video

Hear from
Robin Dupree
Director of Conflicts
& Client Information

Administrative Management Team

The firm is managed through ten administrative departments with one or more departments reporting to a chief-level staff member or firm partner. The Administrative Management Team meets at least once a month to collaborate on firm business and ensures a whole firm approach on a variety of topics, including responsible business.

Global Code of Ethical Conduct

This year, we launched a new Global Ethical Code of Conduct. This code will sit alongside our regulatory requirements and will help bring to life how we conduct ourselves with our clients, our communities and each other in support of that commitment.

The code is grounded in our belief that our people will instinctively act with integrity and honesty, always seeking to do the right thing, and acting in accord with any applicable legal and regulatory requirements.

All of our people are expected to adhere to the code, know who to talk to if they have questions, and speak up if they become aware of behavior that is inconsistent with it. We also encourage our clients and other third parties to let us know if they witness behavior by our people that they believe is inconsistent with the code.

Global Risk Committee

The Global Risk Committee was formed after the combination with Eversheds Sutherland (International) and meets regularly to identify global risk priorities, outline initiatives to address those priorities, and to integrate the risk management function more generally to the extent practical given the global structure. Among the priorities identified and addressed, or in progress, are GDPR compliance, integration and streamlining of conflicts processing, moving toward a global professional liability program, and standardization of policies as appropriate. The firm's General Counsel, Chief Operating Officer, and Director of Conflicts and Client Information are the US members of the Global Risk Committee.

Ethics Partners

The firm has appointed Ethics Partners in various jurisdictions to serve as additional resources on ethics issues as they arise.

Nick Christakos
Firm General Counsel

Tom Curvin
Partner

Lino Mendiola
Partner

Dan Schlueter
Partner

Ron Zdrojeski
Partner





Governance structure *continued...*



Cyber governance

The General Counsel oversees the various areas of potential cyber risk, and the firm employs a Chief Information Security Officer (CISO) who has day-to-day responsibility for this area, under the supervision of the General Counsel. The firm is fully certified under ISO027001 and ISO27701, and the CISO maintains a database of client cybersecurity requirements to ensure compliance.

Information Security Risk Committee

With the increase in cybersecurity incidents globally, the firm has an established Information Security Risk Committee (InfoSec) to provide additional awareness, governance and focus around the firm's information security systems and processes.

Investments in client securities

The firm's rules governing investments in a client are included in our Policy and Procedures Governing Trading in Securities; an Acknowledgement and Agreement is signed by every member and employee of the firm upon hire, and a copy of the policy is available on the firm's intranet.

Anti-Harassment, Anti-Discrimination and Respectful Conduct Policy

Eversheds Sutherland's policy is to treat all employees in the firm with respect and dignity and to provide a workplace that is free from discrimination, harassment, bullying, abusive conduct and retaliation. The firm prohibits and will not tolerate harassment or discrimination of any kind. This prohibition includes harassment or discrimination for any unlawful reason, including harassment or discrimination based on actual or perceived race, color, religion, sex (including pregnancy, childbirth, lactation and related medical conditions), sexual orientation, gender (including gender identity, gender expression or being transgender), national origin, age, disability, genetic information, marital or familial status, domestic violence victim status, amnesty, citizenship status, ethnicity, military and veteran status or any other characteristic protected by applicable law. This policy applies to all terms and conditions of employment. The firm's prohibition also includes harassment against an individual because the individual opposed prohibited discrimination or participated in a complaint of discrimination.



Reporting hotline

In addition to the reporting channels described in our Anti-Harassment Policy, the firm maintains an anonymous reporting mechanism with respect to the Anti-Harassment, Anti-Discrimination & Respectful Conduct Policy, consisting of a hotline number available 24 hours/day, 365 days/year and an online reporting option.



Partnerships

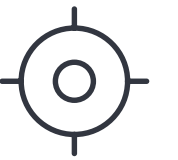


Read on





Highlights of our valued partnerships



Our responsible business efforts would not be possible without the support and collaboration of meaningful organizations we partner with to advance societal goals. While we mention numerous partnerships throughout this report, we would also like to highlight additional valued partnerships.

Diversity, Equity and Inclusion

Eversheds Sutherland partners with, and maintains memberships with, several third-party organizations, each of which provide DEI-related programs and opportunities. The following is a brief list of organizations with which we work.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

Leadership Council on Legal Diversity (LCLD)

The firm is a member of LCLD, an organization of more than 400 members, each of whom serve as either general counsel of major corporations or managing partner of the nation’s leading law firms — the leadership of the profession — who have pledged themselves to creating a truly diverse US legal profession. LCLD’s programs are designed to attract, inspire and nurture talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. LCLD offers quite a few programs to its membership, and the firm has participated at all levels each year we have been a member.



CORPORATE COUNSEL
WOMEN OF COLOR

Corporate Counsel Women of Color (CCWC)

With a mission to foster diversity, equity and inclusion in the legal profession, CCWC is the nation’s largest organization for corporate in-house women-of-color attorneys. Our sponsorship with this organization provides a number of our nominated participants access to a myriad of professional tools, networks and resources.



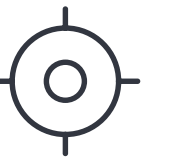
MCCA™

The Minority Corporate Counsel Association (MCCA)

We are a long-standing member of MCCA, a prominent voice on DEI from the counsel’s office to the C-suite and across corporate America. For more than 25 years, MCCA has championed diversity in the legal profession and beyond by publishing research, providing professional development opportunities, convening thought leaders and offering advisory services. We participate in MCCA’s programming at a number of levels and supports MCCA in its work.



Highlights of our valued partnerships *continued...*



Diversity, equity and inclusion

Diversity Lab



Move the Needle Fund

Move the Needle is a partnership program run by Diversity Lab through which four law firms and more than 30 GCs work together to create an experimental “lab” where ideas are developed and incubated at the participating law firms over the course of five years, providing a model for learning and transformative change in the legal industry. We work within Diversity Lab’s metric-based approach to better understand what we are doing well and what we may need to address, setting measurable goals, experimenting with research-based and data-driven ways to achieve them, and meeting to discuss which ideas make sense and which may not be gaining traction.

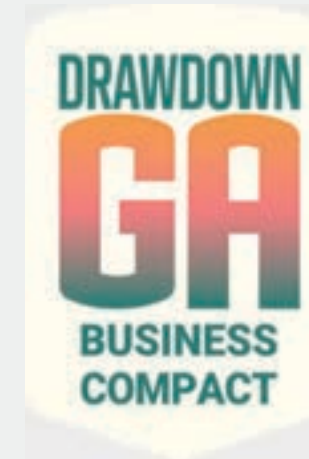


Mansfield Rule

We have participated in every iteration of the Mansfield Rule since we signed on in its second year of existence. This initiative serves to boost representation within the ranks of law firm leadership by broadening the pool of candidates considered for these opportunities. To achieve certification, participants must commit to ensuring that the candidate pool for promotions, senior-level hiring and significant leadership roles consist of at least 30% women, LGBTQ+ attorneys and/or attorneys of color.

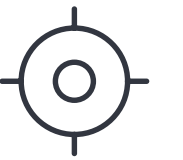
Environment

Related to our environmental sustainability efforts, the following is a brief list of organizations with which we work:





Highlights of our valued partnerships *continued...*



Community

In addition to the many important charity organizations and legal service providers with which we work, we are proud of our partnership with Equal Justice Works.

Equal Justice Fellows

We have partnered with [Equal Justice Works \(EJW\)](#) for more than 20 years to sponsor EJW Fellows. For the past eight years, we have co-sponsored our fellows with The Home Depot. These two-year fellowships mobilize passionate public service leaders and support innovative projects advancing access to justice and addressing inequities in our communities.

We are thrilled to welcome our incoming **2023 EJW Fellow, Emily Spears**. Emily will be hosted by the Georgia Justice Project and is focusing her work on enhancing opportunities and liberty for low-income Georgians by preventing license suspension, probation, incarceration and other consequences that stem from non-serious traffic offenses.

“I’m passionate about this project because of the practical, day-to-day implications it has for low-income Georgians. The idea that something as common as a traffic ticket can upend lives and curtail liberty motivates me to advocate for a better Georgia.”



Emily Spears
2023 Equal Justice
Works Fellow

Learn more about [Emily’s fellowship](#).

Congrats to our 2021-2023 Fellows [Raneem Ashrawi](#) and [Eliza McDuffie](#) for their inspiring work on critically important projects during their two-year fellowships.



Association of Pro Bono Counsel (APBCo)

The Association of Pro Bono Counsel (APBCo) is a mission-driven membership organization of more than 270 attorneys and practice group managers who run pro bono practices in more than 130 of the world’s largest law firms. We are proud members of APBCo, and believe that access to justice through pro bono services is strengthened through industry collaboration.

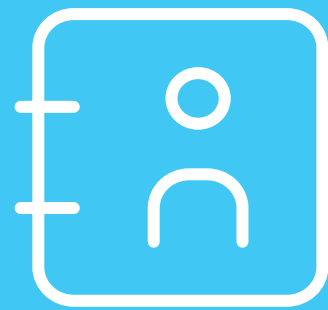


Boston College Center for Corporate Citizenship

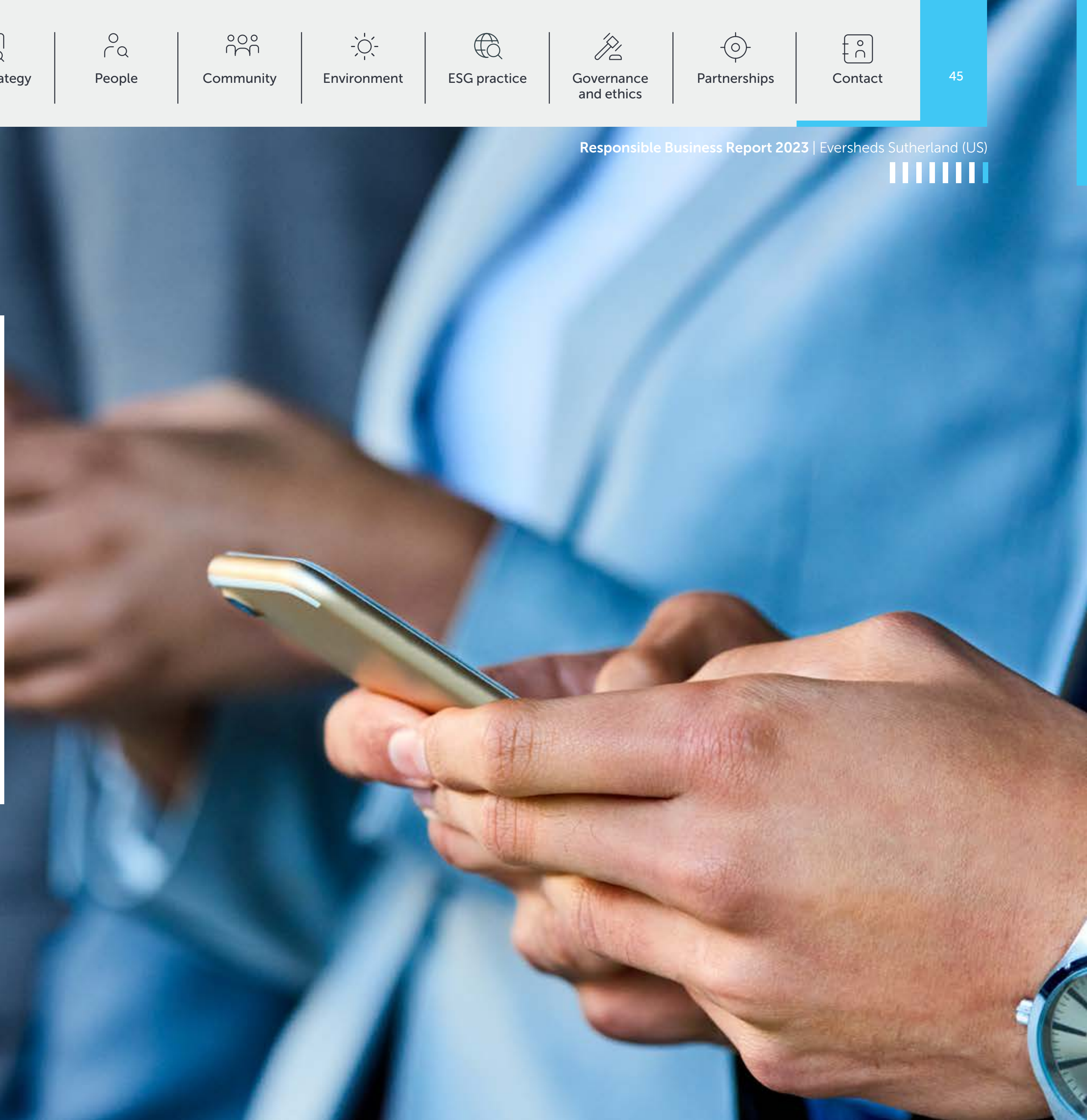
We are proud members of this organization of 500+ socially responsible companies, which combines a professional network with the resources of a leading academic institution.



Contact



Read on





Contact



Thank you for reading our Responsible Business Report 2023.
If you have any questions, please contact:



Aileen Crowson

Director of Responsible Business & Pro Bono Practice

T: 1.404.407.5094

aileencrowson@eversheds-sutherland.com



Helping our clients, our people and our communities to thrive.

eversheds-sutherland.com



© Eversheds Sutherland 2023. All rights reserved.
Eversheds Sutherland (US) LLP is part of a global legal practice,
operating through various separate and distinct legal entities, under
Eversheds Sutherland. For a full description of the structure and a list
of offices, visit eversheds-sutherland.com.