



dwf

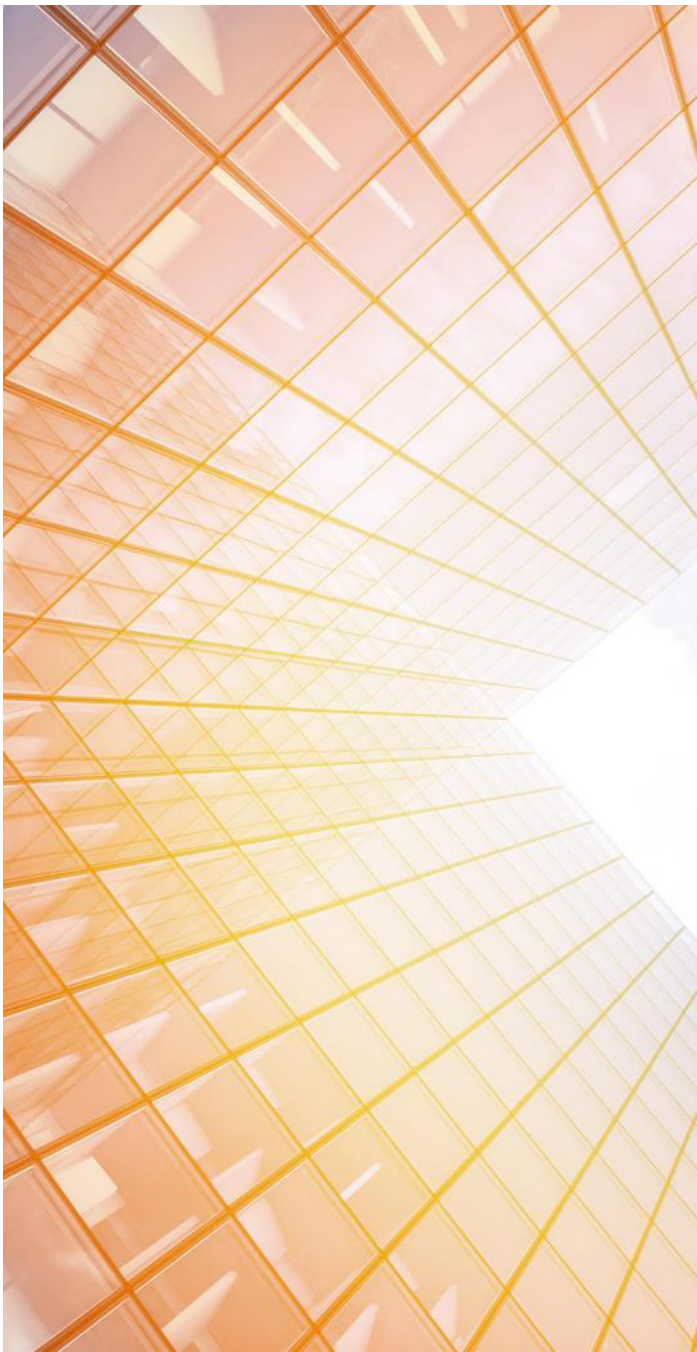
Potential that
matches your
ambition

Welcome




Thank you for considering us as your potential employer. The pages that follow provide information about us and what we can offer you. This document won't answer all your questions, but it will provide context, clarity, and a clear picture of who we are, our clients, our people and where we are going.

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Find out more about DWF

-  dwfgroup.com
-  www.linkedin.com/company/dwf
-  [@DWF_Law](https://twitter.com/DWF_Law)

Introduction



We are a global legal business, transforming legal services through our people for our clients. In March 2019, we became the first Main Market Premium Listed legal business on the London Stock Exchange. We have over 31 key locations and over 4,000 people delivering services and solutions that go beyond expectations. Join us on our shared journey to redefine legal services and you'll find a professional life that stretches and redefines you too.



Our purpose

Our purpose is to transform legal services through our people for our clients.

We believe that organisations worldwide can benefit from connected support, services and solutions that go beyond conventions and expectations.

We mean what we say when we tell people we're a fast paced, global, legal business who do things differently. But we don't simply claim to be different. We prove it through every detail of our work, across every level of the business.

We share our sector-wide knowledge and technical expertise to create radically better support, services and solutions for our clients. By questioning traditions, making connections and thinking beyond conventions, we achieve outstanding levels of innovation. And by building business relationships that inspire trust and confidence across all levels, we deliver an exceptional customer experience.

How we work

We want everyone at DWF to understand how their role contributes to our vision and strategy. Our people stand out from the crowd and make DWF a great place to be, which is why we encourage everyone to aim higher through regular training and development opportunities, in addition to annual and half year performance and development reviews.

We work hard to listen, consult with and respond to our people, seeking views and ideas at every opportunity. By taking action on what we are told, we can make positive changes to the business and demonstrate that opinions, feedback and challenges count and make a difference. Projects and firm-wide initiatives involve champions and representatives from across the business, and we encourage long-term collaborative relationships internally and externally through forums, roundtables and networking events. Learning and development is broad and easily accessible for all.

Importantly, we recognise that to attract and retain the best people we need to think beyond salaries. We think about the employment experience as a whole, giving consideration to what benefits, policies and working practices could be introduced or improved. Whether that means our relaxed dress code or our Health & Wellbeing programme, our aim is to ensure our people enjoy their jobs and enable them to do and be the best they can.

Our structure, strategy and vision

We want everyone at DWF to understand how their role contributes to our vision and strategy.

Our operational structure

DWF is the collective trading name for the global legal practice and multi-disciplinary commercial business comprising DWF Group plc and all of its subsidiaries and subsidiary undertakings. In March 2019, we became the largest global full service legal business to list on the Main Market of the London Stock Exchange as a premium listed company.

The day-to-day control and management of the DWF Group has been delegated to the Executive Boards of each of the aforementioned LLPs; the members of each Board being the Group's senior management team. This excludes those matters specifically reserved to the Board of DWF Group plc, and its various committees. There is also an Executive Partner in each of our offices to support the implementation of business-wide initiatives and to champion our culture and values.

Our strategy – The power of three

Our strategy underpins and drives all that we do. It reflects our purpose which has been clearly mapped out: to transform legal services through our people for our clients and to uniquely be able to offer our clients a completely integrated platform that blends legal and non-legal services to meet and solve their business challenges.

1. Understanding our clients

We don't just offer standard solutions. As a legal business, our flexible approach means we engage with our clients then develop a solution together.

2. Engaging our people

Engaging and listening to our people is essential to our success. The values we share bring us together, and this connectivity helps us to create and deliver outstanding experiences for our people, our clients and our communities.

3. Doing things differently

To do things differently we think differently. Across our teams, this has always been our stock-in-trade. Innovative thinking is key. Whether this is through our approach to using technology, developing our range of services beyond legal advice, or simply by turning an approach on its head to increase efficiency and effectiveness.



Your benefits and career

Career development

We encourage all our people to aim higher and to embark on a career path grounded in improvement and innovation. That's why we set up the DWF Academy – a learning and development initiative designed to enhance and support the career and personal development of our people.

By putting individuals in control of their own career development and providing a direct log-in to tailored training programmes via a bespoke portal, learning and development opportunities can be accessed, updated and completed at any time.

Adopting the concept of 70:20:10 learning, the DWF Academy recognises that people learn most effectively through work experience. It centres on the idea that 70% of learning comes through individual experiences, with 20% taking place through coaching, mentoring and networking and 10% through formal training.

We use the Academy to make sure everyone in the business has the opportunity to further their careers with us and can take advantage of each opportunity that comes their way.

Work/home life balance

We value the contributions of all of our people which is why in 2019 we were named one of the top 30 employers in the UK for working families.

It is DWF's policy to ensure that, as far as possible, you are able to combine your career and family responsibilities. We recognise that parenthood brings additional responsibilities; therefore we have set out policies for complying with this and allowing you your full rights. We offer enhanced maternity and adoption pay (conditions apply) as well as paternity and (shared) parental leave.

During 2018, we began working to become an agile business, so far this has been successful in our Liverpool, London and Manchester offices. Being agile means you have one of our offices assigned as your base location but you can work from multiple locations. These could be a hot desk, another office, your home or any other location of your choosing during your contracted working hours.



Benefits

Your benefits make up an important part of your total reward package. We're keen to offer you a great choice, giving you the ability to make choices that best suit you and your family's needs and lifestyle.

You can access all of the DWF benefits via our new benefits platform, Reward Plus.

We continually review our benefits offering, and our people are able to amend and review the benefits they have at different points during the financial year. We offer a range of flexible benefits to our people in the UK including:



Health and Wellbeing

Private Medical Insurance (PMI)

Get cover for you and your family. Even if you don't receive this as a contractual benefit, this is still available to you at corporate rates.

Health Cashplan

The Simplyhealth Optimise Plus health plan gives you access to a number of benefits such as:

A wellbeing benefit entitlement that covers treatments including; Chiropody, Physiotherapy, Remedial massage, Manual Lymphatic Drainage, Reiki, Kinesiology, Shiatsu, Bowen & Alexander Techniques, Homeopathy, Colonic Irrigation, Hopi Ear Candles, Hypnotherapy and specialists tests and scans.

You can add an unlimited number of children to your plan free of charge. Your children will share the annual limits between them and there's no age restriction on child cover.

You can add up to four dependent adults to your policy who, for a monthly premium, will each receive their own separate benefit limit.

Worldwide cover – you'll be covered wherever you are in the world under all the elements of the plan.

Health Assessments

Take the opportunity to undergo a detailed analysis of your health with an annual health assessment. Select the level of assessment that is right for you, attend your assessment and receive your personalised health report and action plan.

Dental Insurance

Get help with the cost of dental treatment by selecting the level of cover that is right for you and your family. Dental accident cover up to £400 each year is covered on this policy.

Healthy Minds, our Employee Assistance Programme (EAP)

Healthy Minds is an entirely confidential service and available to you at any time. Whether it be emotional, financial or legal worries, guidance and support on your childcare, eldercare or other dependent care needs, please do make the most of this benefit, for anything that's on your mind.

Online Doctor Assistance – Babylon

Babylon gives you access to a doctor at any time of day or night and from your mobile. With Babylon you can:

- Call as many times as you like and at any time of day or night.
- Speak to a GP over the phone or face to face with a video consultation.
- Book your appointment by phone.
- Have prescriptions delivered to your chosen pharmacy or to your door.

- Check your symptoms using Babylon's symptom checker.
- Securely store your medical notes on the app with the option to send to your NHS GP.

Savings and Protection

Pension

However far into the future, we want you to be ready for retirement – this is why we contribute to your plan.

Life Assurance

Life Assurance is standard for everyone at DWF and pays out a tax-free lump sum to your beneficiaries in the event of death in service.

Additional Life Assurance and Partner Life Assurance

Should you wish, you can increase your life assurance cover by buying extra cover for yourself or putting this in place for your partner.

Critical Illness and Partner Critical Illness cover

Take cover for yourself and your partner to pay out in the event of a critical illness with permanent or long-term symptoms.

The DWF Buy As You Earn (BAYE) Plan - Purchased Shares and Matching Shares

The BAYE plan will give you the opportunity to actively buy shares in DWF and become an investor in the business. The BAYE plan includes a 12 month 'investment period' whereby you will have an opportunity to buy shares directly from your net pay (known as purchased shares).

You'll receive additional shares, for every two purchased

In addition to this opportunity, we are offering a 'matched shares' scheme. This means that, for every two shares that you purchase, we will give you another share.

The number of matching shares will be calculated on the amount of shares in your name at the end of the 12 month investment period. The matched shares will be awarded to you after three years from the date you have enrolled in the investment plan and started purchasing shares.

DWF Achievers

DWF Achievers is designed to recognise and celebrate our people who live the values, helping to shape our culture through their performance and the contributions they make to DWF.

The platform makes it easy to recognise each other when we are setting an example to those around us and when we are leading by example.

- You can recognise anyone at DWF.
- You can access it through your desktop or your mobile.
- You can make 'real time' recognition.

Points make prizes

Points can be awarded at the time of giving recognition for a job well done. Once you have earned enough points they can be redeemed for a reward, and the more points you've earned, the bigger that reward can be. DWF Achievers includes an online shop where you can redeem your points (and also see what you can save up for).



Lifestyle

Apple and Windows products

If you're thinking about buying a brand new iPhone for instance, you can pay for this over 12 months via payroll whilst also saving on your National Insurance. 0% APR representative.

BMW and Mini cars

Perhaps you're considering a new car? In conjunction with Williams Group, you can obtain sizeable discounts on a new BMW or Mini car, across the range.

Cycle to Work

Why not purchase a bike through the cycle to work scheme? Not only positive in terms of health benefits, you can cut your commuting costs, save money and spread the cost over 12 months.

Dining Cards

Choose from Tastecard and Gourmet Society cards for discounts at a wide variety of participating restaurants, from Michelin-starred fine dining establishments to national chains and local family favourites restaurants around the country and much more.

Give as you earn

Support your favourite charities, including the option to donate to the DWF Foundation, from a minimum donation of £5 per month, in conjunction with Charities Trust.

Gym membership

Whether you're a regular or new to the gym scene, you can keep fit and benefit from our gym memberships and also save on your National Insurance. 0% APR representative.

NCP Car Parking

Save money on your car parking by paying for a season ticket at pre-selected NCP car parks.

Retail Vouchers

You can obtain some sizeable discounts at a range of shops from B&Q, House of Fraser, M&S, Sainsbury's, and many more.

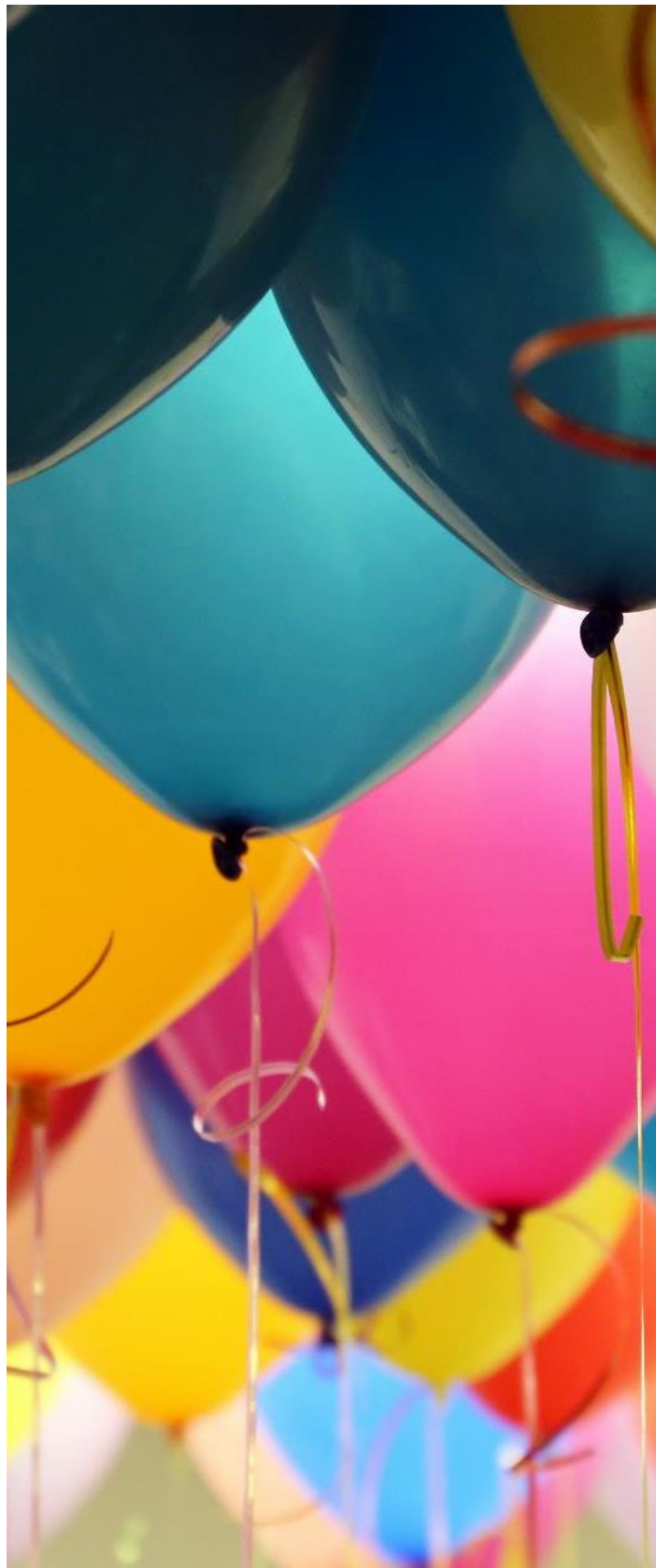
Season Ticket Loans

Travel to work by public transport? You can spread the cost of your season ticket over 12 months with an interest-free loan.

Travel Insurance

Instead of taking out travel insurance every time you buy a holiday, this is an annual policy that can cover you and your family.

Your contract of employment will confirm any company funded benefits.



Our values



Our values are the foundation of our culture, providing a common sense of direction for our people. They influence our actions and behaviours and support our strategic direction.

Always aim higher

By refusing to do only the minimum and reaching further every time, we expand the realm of what's possible.

- Strive to beat expectations
- Deliver service excellence
- Immerse yourself in your field
- Be a role model for best practice
- Drive development in yourself and others.

Be better together

By supporting each other and working as a team we can achieve more for our clients and ourselves.

- Connect across the business
- Recognise, respect and value each other
- Be visible and accessible
- Promote knowledge sharing
- Encourage, enable and empower others.

Disrupt to progress

Just because there's an established way of doing things, it doesn't mean things always have to be that way.

- Champion new ideas
- Embrace and promote change
- Seek opportunities for improvement and growth
- Have an opinion and get involved
- Pause. Think differently.

Keep all promises

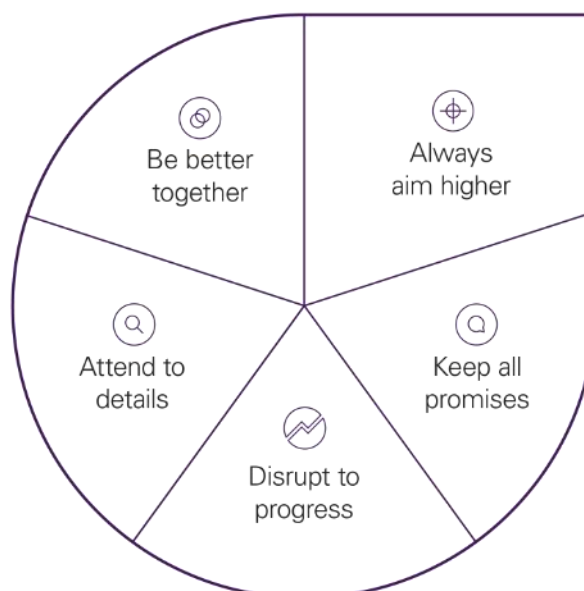
A promise is a promise, no matter how large or small. By keeping promises, we build trust, loyalty and commitment.

- Listen carefully, promise accordingly
- Take ownership
- Be transparent and genuine
- Do what you say you will
- Have a 'can do' attitude.

Attend to details

Paying attention to every last detail is the right way to ensure that clients experience the very best of DWF.

- Communicate effectively and professionally
- Deliver on your objectives and targets
- Give and encourage constructive feedback
- Understand your impact on our commercial and financial achievement
- Say thank you.



Legal and Connected Services



Through our range of legal and connected services we share our knowledge and technical expertise to create remarkably better support, services and solutions for our clients.

We go to market through the sectors our clients operate in, so we can identify and anticipate challenges and find solutions to the legal problems they face; provide support for smarter decisions, reduce risks, and give greater clarity and flexibility.

Legal services

Providing award-winning legal services, excellent client service and effective operational management, we apply commercial and sector knowledge. We listen and collaborate in order to add more value to our legal advice.

- Our strategy and approach is to think and do things differently. It is a mind-set that is actively encouraged and facilitated throughout all areas of our business.

- We focus on building strong relationships, anticipating our clients' needs, identifying changes to their markets and bringing a different level of understanding and insight.
- We don't look at differentiating ourselves or targeting growth for its own sake; our strategy is focused on listening to our clients to understand more about what they want and how we can work better together.



Sectors

Our go-to-market approach is via eight distinctive sector groups.

This approach allows us to see what our clients see. It helps us to understand their challenges and opportunities, and shape our service and advice accordingly. Working as one firm, our people connect across practice groups and jurisdictions and build relationships that inspire trust and confidence across all levels.

1. Energy

The energy sector, including nuclear, oil and gas, renewables and utilities, continues to change rapidly. This sector is subject to an unprecedented range of challenges, making specialist legal advice essential.

2. Financial Services

Changes in the UK financial services are ongoing. Organisations are facing extensive regulatory reforms, complex transformations and pressing demands for fast, effective systems with new models for customer service.

3. Insurance

Insurers face increasing pressure in terms of rates and ultimate profitability. With guidance, we are helping clients better understand the trends in this ever changing sector.

4. Public Sector

The state of the economy, the emerging impacts of Brexit, and the continuing development of devolution and social policy are all driving change throughout the public sector.

5. Real Estate

The real estate sector is constantly evolving, reacting to political events and ever-increasing layers of regulation and tax, the global economy and fluctuations in currency.

6. Retail, Food & Hospitality

These sectors are dynamic and diverse, having to respond to changes and adapt quickly. Growth in these sectors brings with it unique challenges requiring a strong platform of commercially focused legal expertise.

7. Technology & Telecoms

Whether the client is a global tech giant, a supplier to, a customer of, or a start up with a great idea, we can help navigate the legal and regulatory challenges.

8. Transport

The transport sector is undergoing major change driven by regulation and developments in technology, along with the added challenge of responding to the implications of the UK's exit from the EU.

Connected services

Responding to client need, we created Connected Services, a range of services that complement our legal offering as well as offering stand-alone consultative services and products focussed on five key client needs.

1. Managing time

Time can't be bought or recovered but it can be protected and saved. By improving the efficiency of daily operations you can give your business and clients the time they need to think and focus on the issues that matter.

Employee productivity and collaboration, supported by the latest advancements in technology, can bring with it the possibility to create time where it did not exist before.

Our tools enable clients to take care of time within their business, attend to priority issues and establish resource models that keep them moving forwards.

2. Managing risk

Completely extinguishing risk in today's connected, complex and fast-moving world is impossible; but risk-leaders are adopting vigilant and resilient processes to reduce their risk and to create opportunities for positive growth and innovation.

We have a wide breadth of tools to help our clients identify, reduce and manage risk within their business.

3. Managing cost

The challenge for global business leaders is to see how they can lower overall business expense and increase financial stability to securely invest in opportunities and improvements despite economic uncertainty.

Risks associated with poor financial management, abuse and fraud can be controlled and reduced by effective costs management processes.

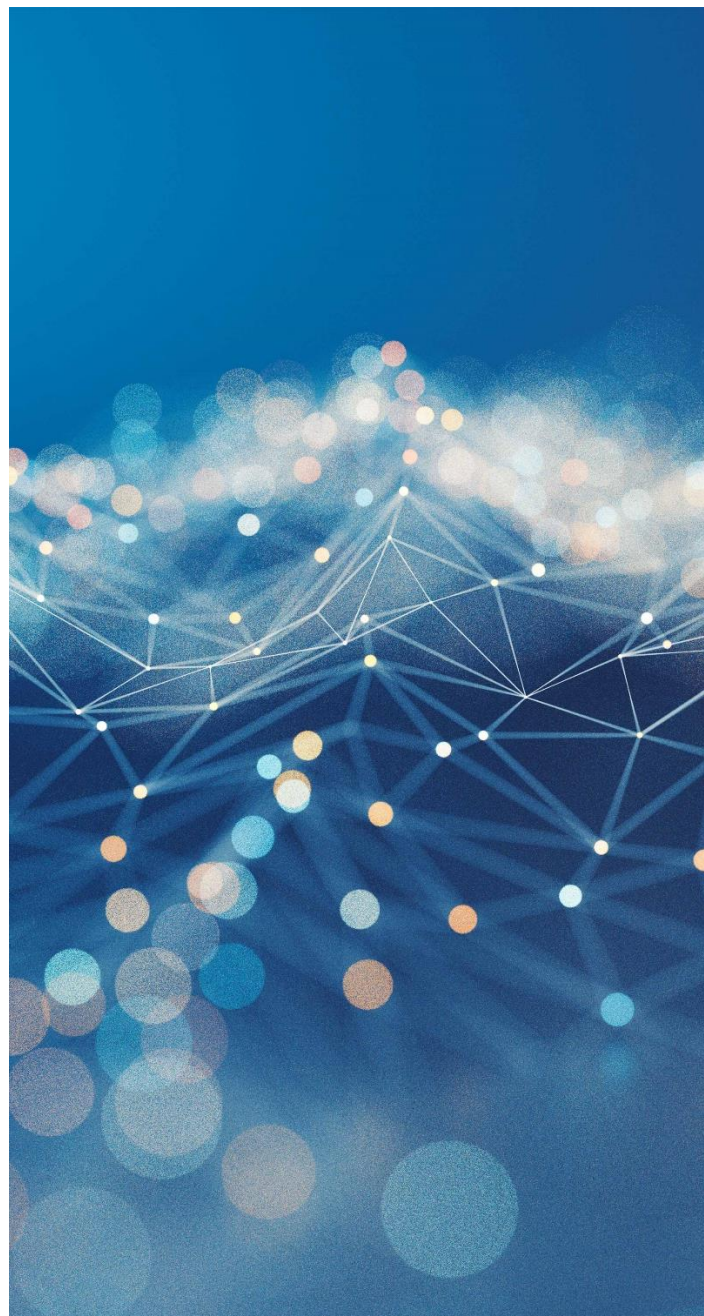
We help clients to deliver the right cost management objectives to enable their business to thrive.

4. Managing reputation

In today's highly connected world, news travels fast; and a company's reputation, its most valuable asset, can be damaged in minutes by a cyber breach, work accident, fraud or third party relationship.

Reputation damage can have a significant impact on a business's revenue as well as a lasting impact on the brand; properly managing client's reputations has become a critical business issue.

From identifying the key risk areas of our clients' businesses and supply chains, right through to supporting them in protecting their brand, we can help clients protect and enhance their reputation.



5. Managing resource

To remain successful and competitive, businesses must continually scrutinise their resource needs to increase efficiency and profitability.

Technology can play a vital role in improving and solving day-to-day issues and streamlining business work flows.

Our resource tools and services help clients to improve their processes, making their business more efficient, eliminating unnecessary costs and enabling them to direct support to higher value areas.

Our clients & awards



We're proud of what our people have achieved together and the international recognition we have received from both clients and industry peers

2019

DWF were shortlisted for Law Firm of the Year in The Lawyer's Hot 100 2019.

We won Stonewall's bi-inclusive employer of the year award and also ranked 30th in the Top 100 of the Stonewall Workplace Equality Index 2019.

DWF won two awards for their ground-breaking IPO and for the use of Data Analytics in insurance claims at the FT Innovative Lawyer Awards 2019. DWF is now ranked as the 8th Most Innovative Law Firm in Europe.

DWF was ranked as a Top 10 Employer for Working Families and placed 16th in the list of the top 75 employers in the Social Mobility Employer Index.

DWF was named Insurance Law Firm of the Year at the Insurance Post Claims Awards 2019.

Won Best Law Firm for Work/Life Balance at the 2019 Legal Cheek Awards.

Won the Legal Technology Award at the 2019 Scottish Legal Awards and shortlisted for the Community Contribution Award.

Head of Counter Fraud (Scotland), Jill Sinclair won Lawyer of the Year at the 2019 Scottish Legal Awards.



Won Public Sector Team of the Year (outside London) and shortlisted in six other categories at the new Legal 500 Awards 2019.

2018

Ranked the 10th overall most innovative legal business in Europe in this year's Financial Times Most Innovative Lawyers Report.

Community Award, West Midlands CII Awards.

Advancing Social Mobility in the Workplace Award – ENEI Awards (Finalist).

Equality & Inclusion Senior Champion Award – ENEI Awards (DWF Partner Kirsty Rogers shortlisted) (Finalist).

Agile Working Award - ENEI Awards (Finalist).

Gold Tide Mark for Inclusion – ENEI.

CSR Programme of the Year – Legal Business Awards (Finalist).

Disability Confident Award – RIDI (Recruitment Industry Disability Initiative) Awards (Finalist).

Women in Finance Legal Adviser of the Year (DWF Partner Seema Bains shortlisted) (Finalist).

Ranked 60th in the Social Mobility Index.

Our clients range from FTSE100, Fortune 500, multi-national and household names, from the public and private sector.

Clients are at the heart of what we do. They lead our business expansion and guide our evolving approach to delivering services. We listen and act on client feedback to ensure we're meeting their needs for improved transparency, greater flexibility and cost certainty.

66

Our client net promoter score ('NPS')

10+

years relationships with 62% of clients

Diversity and inclusion

Diversity and inclusion are integral to our values and culture. We recognise the benefits diversity brings and focus our efforts in a way that is responsive to the needs of all our people.

Our approach is evidenced in the way we think and behave every day, treating everyone fairly, with dignity and respect. It is shaped by our values and visible through the support we offer our people, our clients and our communities.

Our values aren't just words

We live by our values every day and they underpin how we care for people regardless of age, gender, relationship and family status, professional skills or status, race, colour, nationality, ethnic origin, disability, sexuality, religion or belief.

People are at the centre of what we stand for. We want to have and keep the best people by supporting our teams, clients and the communities in which we live and work.

We're committed to a vibrant, energetic and diverse business

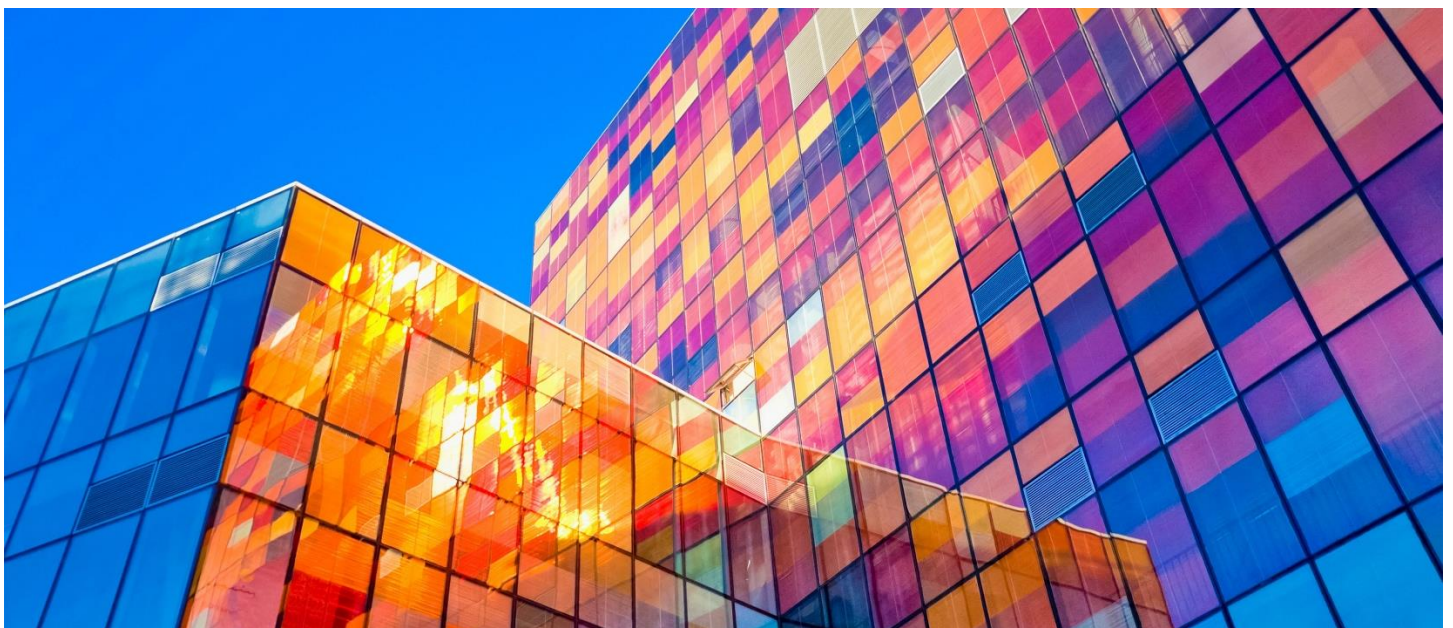
We want everyone to reach their full potential and pass that value on to clients. And we think you should be able to do that free from discrimination or harassment of any kind.

We partner ambition, innovation and passion with dignity, respect and fairness

Hard work and personal responsibility apply across every aspect of this. We have promised to:

- Create and maintain an inclusive workplace that respects and embraces diversity
- Ensure all our people and all our clients are treated as individuals and valued for their contribution to the business
- Facilitate opportunities for all by recognising and realising potential both in employment and business
- Ensure that DWF operates within legislative, risk and best practice frameworks
- Encourage our people, clients and suppliers to demonstrate ownership and responsibility for diversity and inclusion.

Our Diversity Steering Group is involved in many projects connected to our Diversity Strategy. The formation of a Partner led Diversity Steering Group and network of Diversity Champions provides strong and visible leadership to support the implementation of our strategic diversity objectives and in doing so, embeds diversity into the way we do business.



Creating sustainable value

We aim to create sustainable value for our clients, our people and the communities in which we live and work. True value creation is a reciprocal process and one in which we aim to keep the balance just right.

For our clients

Our clients range from FTSE 100 multinational household names to private individuals, from both the public and private sectors. Our client base spans both UK and international markets.

We create value for our clients by understanding their businesses and their markets and providing smart, insightful legal advice and services which are aligned to their commercial reality.

- We invest in relationships and take time to understand our clients and their business.
- We recognise the challenges faced by our clients, and we develop bespoke solutions to meet these challenges and needs.
- We challenge ourselves to think differently to support our clients in delivering on their objectives.
- We engage our people who strive to deliver excellence in everything they do.
- We leverage technology to do more for our clients.
- We connect our diverse knowledge and experience to make a bigger impact.

Creating a true partnership and value for our clients and for us:

- Investing time in building relationships.
- Working hand-in-hand with our clients to create genuine insight and value for their business.
- Such partnerships and commitment from our clients provides long term stability for our business.
- Client-centricity drives our continuous improvement.

For our people

Our people include everyone who has a part to play in delivering client service excellence on behalf of DWF to our clients. We create value for our people by offering fulfilling and rewarding careers and continuing to invest in their development and care about their wellbeing.

Our people can expect a supportive, diverse, well-connected and inclusive environment. They can also expect:

- To be empowered and encouraged to deepen their skills, knowledge and expertise.

- A manager who is helpful and enabling.
- To be recognised and rewarded for going further, thinking differently and living our values.
- Opportunities allowing them to apply their strengths and further their careers.

How our people create value:

- Our people invest their time and resources into making our business a success.
- They have skills, experience and knowledge that drive continuous improvement.
- Their engagement with our business objectives helps us build a sustainable business.
- Their commitment helps build stability for our clients and colleagues.

For our communities

Our communities include those in which we live and work. Those that touch the lives of our people day by day. We create value for our communities by recognising and acting upon the positive impact we can have on current and future generations.

- We focus on transformational activities that we believe have the most impact.
- We collaborate and partner to build strong communities.
- We actively support communities for the long term.
- We apply our expertise to inspire confidence and develop employability skills.
- We challenge our people to make a difference through fundraising for the DWF Foundation and volunteering.
- We actively manage our carbon emissions.
- We externally audit our sustainability performance.

The value this creates:

- Trust and mutual respect builds community diversity.
- Enrichment for our people.
- Insight above and beyond our immediate market.
- A sustainable world for generations to come.

Corporate Social Responsibility

We embed corporate social responsibility (CSR) into the way we do business based on our fundamental belief that our values matter. They protect our business whilst creating competitive advantage and enable us to attract and retain the best people.

To approach CSR in this way helps differentiate our brand to clients, goes a long way towards building stronger, long lasting relationships and is key to driving our business forward in a responsible and sustainable way.

Why does it matter?

- It is about the fundamental belief that our values matter.
- It enables us to attract and retain the best people.
- It differentiates our brand from competitors and builds stronger, long lasting relationships.
- It builds goodwill with our local communities.
- It demonstrates our commitment as a firm to behave responsibly and sustainably.

We run a number of initiatives which shows our commitment including:

5 STAR Futures

No young person should feel limited by where they live or what their parents do for a living. In 2012 we established 5 STAR Futures, to support pupils from areas of high unemployment and social need in order to equip them with the skills and confidence to aim higher and achieve more.

We work with schools across the UK that are local to our offices. Our interactive workshops take place at the school and in our offices. Working with groups of 15-20 pupils from Year 10 (around 15 years old) from September to March, we deliver interdependent workshops which are tailored to the requirements of the local school. There are fun individual, pair and group exercises in each workshop, which focus on increasing the students' self-confidence and developing their employability skills.

We also carry out additional workshops under the 5 STAR umbrella and we have also started an Early Years project for primary school children.

Mentoring

'Be better together' mentoring is about quality conversations that encourage, enable and empower people to look at things differently. It's not designed to tread on the toes of line managers or be viewed as an alternative to structured mentoring which is linked to an established professional development plan and

facilitated through Learning & Development. Our big opportunity here is to create a culture of informal mentoring that helps our people to challenge their assumptions, explore new ideas or different ways of thinking or simply viewing things from a different perspective to achieve a positive outcome.

Give and gain

For the last five years, we've taken part in BITC's annual Give and Gain activities, volunteering to help develop stronger community relationships, build the skills of our people and support local community and charity groups.

Living wage

We are an accredited Living Wage Employer.

The Living Wage is an hourly wage rate set independently and calculated annually according to the basic cost of living in the UK. Led by charity The Living Wage Foundation, The Living Wage campaign has been running for over ten years and has helped elevate 45,000 people out of poverty. Accredited firms must be able to demonstrate that their suppliers are aligned with the Living Wage so that regular on-site contractor staff also benefit.

Green and sustainable

Sustainability is high on the agenda at DWF. We're a responsible business and embed our environmental values across our people and locations.

We're accredited to the ISO 14001:2015 Environmental Standard. We were certified to the 2004 Standard for 6 years and then transitioned to the new 2015 Standard in March 2018.

We monitor our environmental outputs and in particular our production of CO2 and waste. Targets are set to help keep these impacts to a minimum with lots of initiatives to support this. We also work very closely with our supply chain to ensure they are as environmentally aware and responsible as ourselves.

UN global compact

The way we do business is based on our values and reflects the behaviours we want to be known for. We're proud to support the UN Global Compact and our commitment to the ten principles, which cover human rights, labour, environment and anti-

corruption. We remain determined to make the Global Compact and its principles as part of our values, strategy, culture and day to day business operations.

CSR achievements

Our CSR Impact agenda is managed through a CSR Leadership Group and a network of CSR location groups. At the end of 2017, we introduced our new Social Impact Tool that showed our community investment activity in real time. It also created a CSR profile for every member of staff.

The Responsible Business Tracker is a measurement tool we use to assess our performance as a responsible business. It is aligned to the UN's Global Goals or Sustainable Development Goals (SDGs). In 2015 the UN SDGs were adopted by the 193 Member States of the United Nations in a bid to end poverty, protect the planet and ensure prosperity for all by 2030.

In 2018, DWF was among 64 pioneering businesses across 24 sectors who piloted this Tracker as a measurement tool designed to improve and effectively assess our performance and improve the way we progress on our responsible business journey.

Our commitment to diversity

Our CSR strategy is underpinned by a commitment to a fairer workplace by:

- becoming the first law firm to be Clear Assured, awarded for inclusive recruitment of disabled talent;
- first law firm in the UK to achieve Disability Confident Leadership Status; and
- being proud to be awarded Top 100 Employer status by Stonewall and a Top 30 Employer for Working Families.

DWF Foundation

The launch of the DWF Foundation in November 2015 marked a significant step in our journey to develop a culture of contribution.

One of our values is the belief that we are 'better together' and it is our opportunity for all our people to work together to create something special. It is also something that was increasingly asked for by our clients, and the Foundation aligns to our clients' interests.

As a registered charity, the DWF Foundation was launched with the sole aim of providing funds, resources and support to help local communities achieve their full potential with a focus on education, employability, health & wellbeing and homelessness.

Together we support charities and projects that tackle specific community issues, help voluntary and community groups to become more effective and efficient, encourage involvement of those too often excluded, and enable young people to develop skills for the benefit of the community.

The Foundation builds on our existing community activity in a focused and strategic way and demonstrates that when we all work together we can make a significant, positive impact on the communities in which we live and work.

Between its launch in December 2015 and December 2019, the DWF Foundation has given 131 different grants, totaling over £310,000, to a wide range of charitable organisations.



Contact us



We have regular opportunities in all of our offices, and in all service and sector teams, with a defined career path to match.



To find out more and become part of the DWF team contact:

recruitment.enquiries@dwf.law

Or call our Manchester office and ask to speak to the Recruitment Team.

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Beyond borders, sectors and expectations

DWF is a global legal business, connecting expert services with innovative thinkers across diverse sectors. Like us, our clients recognise that the world is changing fast and the old rules no longer apply.

That's why we're always finding agile ways to tackle new challenges together. But we don't simply claim to be different. We prove it through every detail of our work, across every level. We go beyond conventions and expectations.

Join us on the journey.