



LK SHIELDS
YOUR LEGAL COUNSEL

CORPORATE SOCIAL RESPONSIBILITY REPORT

2019

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MESSAGE FROM LK SHIELDS

Our Corporate Social Responsibility strategy is guided by the principles of:

- Access,
- Inclusion, and;
- Opportunity

Our current programme of activity was devised in consultation with our staff members. It is vitally important to the firm that all staff members feel a sense of ownership and engagement with the programme.

Following a staff survey and a series of consultation meetings we decided that we would focus on the following causes for this cycle:

- Homelessness,
- Disadvantaged young people, and;
- Caring for the environment

In keeping with the guiding principles of access, inclusion and opportunity we devised a programme that spans different types of activities including culture, sport and education.



MICHAEL KAVANAGH
CHAIRMAN



Andrew Hetherington, Chief Executive, Business to Arts and Minister Josepha Madigan T.D. with business participants Martina Westphal, Managing Director, BHP Insurances, Adrienne Harrington, Chief Executive, The Ludgate Hub and Emmet Scully, Managing Partner, LK Shields, beside artist James Kirwan's installation, Portal to a Vague Place. Picture: Conor McCabe Photography.

SOAR WORKSHOPS WITH NUI GALWAY ACCESS

The SOAR Workshop Series is a partnership between LK Shields and the Access Programme at NUI Galway.

This partnership has been made possible through our relationship with Business to Arts and the Creative Ireland Programme's National Creativity Fund. It commenced in October 2019 and involves LK Shields working with our artist in residence James Riordan, artistic director of Brú Theatre, to develop a series of communication workshops for NUIG Access Students.

These workshops will help NUIG Access students to develop presentation and leadership skills to assist them to prepare for entering the workforce and overcome barriers to progressing in their chosen career. The twelve workshops for NUI Galway Access students will take place between October 2019 and April 2020.

LK Shields staff will participate in two of the workshops through the duration of the project.

The Creative Ireland Fund initiative was launched by the Minister for Culture, Heritage and the Gaeltacht, Josepha Madigan, on Thursday, 20 June.

Business to Arts
Developing Creative
Partnerships



NUI Galway



PARTNERSHIP WITH PETER MCVERRY TRUST

LK Shields launched a partnership with Peter McVerry Trust, a national housing and homelessness charity addressing the needs of people affected by homelessness and associated issues.

Through the partnership, LK Shields will work closely with the charity to assist Peter McVerry Trust in increasing awareness of the issue of homelessness in Ireland and raise vital funds to support their vision and efforts. Recent and planned activities include:

- Staff BBQ and outdoor movie night and cake sale.
- Support of the #ThePersonWho campaign around World Homeless Day in October
- Charitable donation
- Staff volunteering day at their residential community in North County Dublin
- Volunteering and participation in their 'Welcome Home' Christmas Appeal
- Support for staff who wish to volunteer in the Trust's numerous volunteer programmes





GALWAY MUSIC RESIDENCY

LK Shields supported the Music Residency's autumn/winter 2018 season '3 Saturdays: 3 Kinds of Music' which staged three free concerts in Galway City. Each concert had in excess of 80 attendees of all ages. The concerts were designed with young families in mind and had a focus on educating and engaging young children and exposing them to different instruments and styles of music.

LK Shields will be the main sponsor for the Music Residency's Christmas concert taking place at the Mick Lally Theatre, Druid Lane Galway at 11am on Saturday 14 December 2019. This is one of their biggest free events in the calendar year.



LK SHIELDS HUGH GARVEY MEMORIAL AWARD FOR INTELLECTUAL PROPERTY LAW

Our friend and former Managing Partner, Hugh Garvey sadly passed away in 2016 following a battle with cancer. Hugh was a great mentor and inspiration to us all.

The 'Hugh Garvey Memorial Award for Intellectual Property Law' is a fitting tribute to him as a former NUI Galway student and a passionate legal professional.

The winner of the annual LK Shields Hugh Garvey Memorial Award for Intellectual Property Law is announced at the prize giving ceremony at the National University of Ireland, Galway every February. The winning student receives a cheque for €1500.





Staff Choice Charity

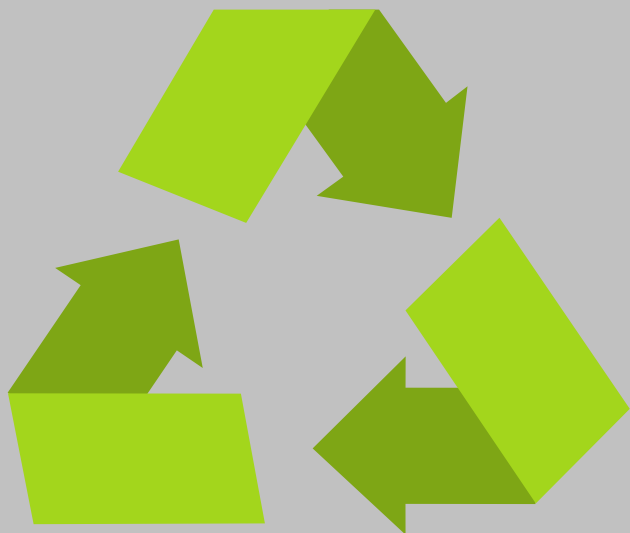
At the beginning of every year, staff are asked to nominate a charity to receive a sizeable donation by the firm made on their behalf. This year the Irish Cancer Society received this donation.

Over the past 18 months the firm has supported the following organisations through partnerships, sponsorships, donations, attendance at their events and/or board memberships.

- Druid Theatre
- Business to Arts
- Haven for Haiti
- Irish Cancer Society
- Our Lady's Hospice and Care Services
- Barretstown
- Cancer Fund for Children
- Clontarf GAA Club
- Clontarf Lawn Tennis Club
- Clontarf Rugby Club
- Galway Lawn Tennis Club
- Pearse Stadium, Galway
- Spiddal GAA Club, Galway
- Avoca Hockey Club
- Calcutta Run
- Camera Education
- Galway 2020

ENVIRONMENT

LK Shields are currently looking at ways to develop and grow our environmental programme. The following initiatives have already been out in place.



Office Recycling Scheme

LK Shields recently introduced a new office recycling scheme. Following advice from an environmental consultant we removed all waste bins from individual offices and workspaces and set up recycling stations throughout the buildings. Recycling tips and guidelines are frequently communicated to staff, and progress reports are shared via our internal communications platform. The sum effect has been a 10% reduction in waste going to landfill in the first six months of operation. We report our recycling statistics to all staff on a monthly basis. In addition, all IT hardware waste is being 100% reused via Camara Education – a charity which wipes and reconstitutes old PCs and laptops and makes them available in schools and youth centres in Ireland and Africa.

Energy Efficient IT

We are currently in the process of replacing IT hardware throughout the firm. A key purchasing criterion is the energy efficiency of any new equipment. We also have a 'power down' policy each evening and compliance with this is regularly checked.

Single Use Plastics

The firm recently audited our use of plastic and all single use plastic has been eradicated from the office.

www.lkshields.ie

We have also restocked our offices with abundant crockery and cutlery and make frequent appeals to staff to avoid purchasing disposable containers and cutlery for use during meal breaks.

Paper and Printing

Our paper is sourced from suppliers who follow the Green Star System, and which promote eco-printing. We are moving towards becoming a paperless office and are largely on target to achieve that goal in the next 18 months.

Water Conservation

Water cooler devices are located throughout our buildings to encourage water conservation.

Transport

We facilitate the bike to work scheme and have bicycle stands installed in our car parks. All members of staff who cycle are provided with a reflective back pack. We also operate the public transport tax saver scheme which allows staff members to purchase annual bus and rail tickets via salary sacrifice. In 2020, we will be introducing a 'leave the car at home day' each month. Incentives will be offered to staff that participate.

We have installed electric car charge ports in the car park.

REPORTING

Staff participation and engagement in CSR activities is of the upmost importance. So too is making tangible differences through our programmes. To those ends we constantly monitor and report on progress and work closely with our CSR partners to ensure our involvement is having a positive impact on their organisation and its goals.

