

THE NEXT LEVEL

INCLUSION & DIVERSITY AND WELLBEING ANNUAL REPORT 2022

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MESSAGE FROM OUR CO-CHAIRS

We continue to advance BCLP’s goal to be the most admired law firm, and having Inclusion, Diversity and WellBeing embedded across our global firm is how we will reach our goal.

The reinvigorated activity across our affinity groups has provided the opportunity to connect our people globally, whilst highlighting the specific issues facing our regions. This has led to productive conversations across our global firm and resulted in new policies and initiatives designed to take our efforts to the next level, energizing our people to thrive and excel in serving our clients.

We firmly believe that BCLP has a uniquely positive and supportive culture, which each and every colleague and partner has helped create. We have been delighted to watch the growing momentum across our regions. However, we continue to strive to achieve greater equity of opportunity for all colleagues and broader representation across all levels of the firm as a key focus for 2023. We look forward to working with our BCLP colleagues, partners and clients to reach this goal.

LISA MAYHEW
Co-Chair

STEVE BAUMER
Co-Chair

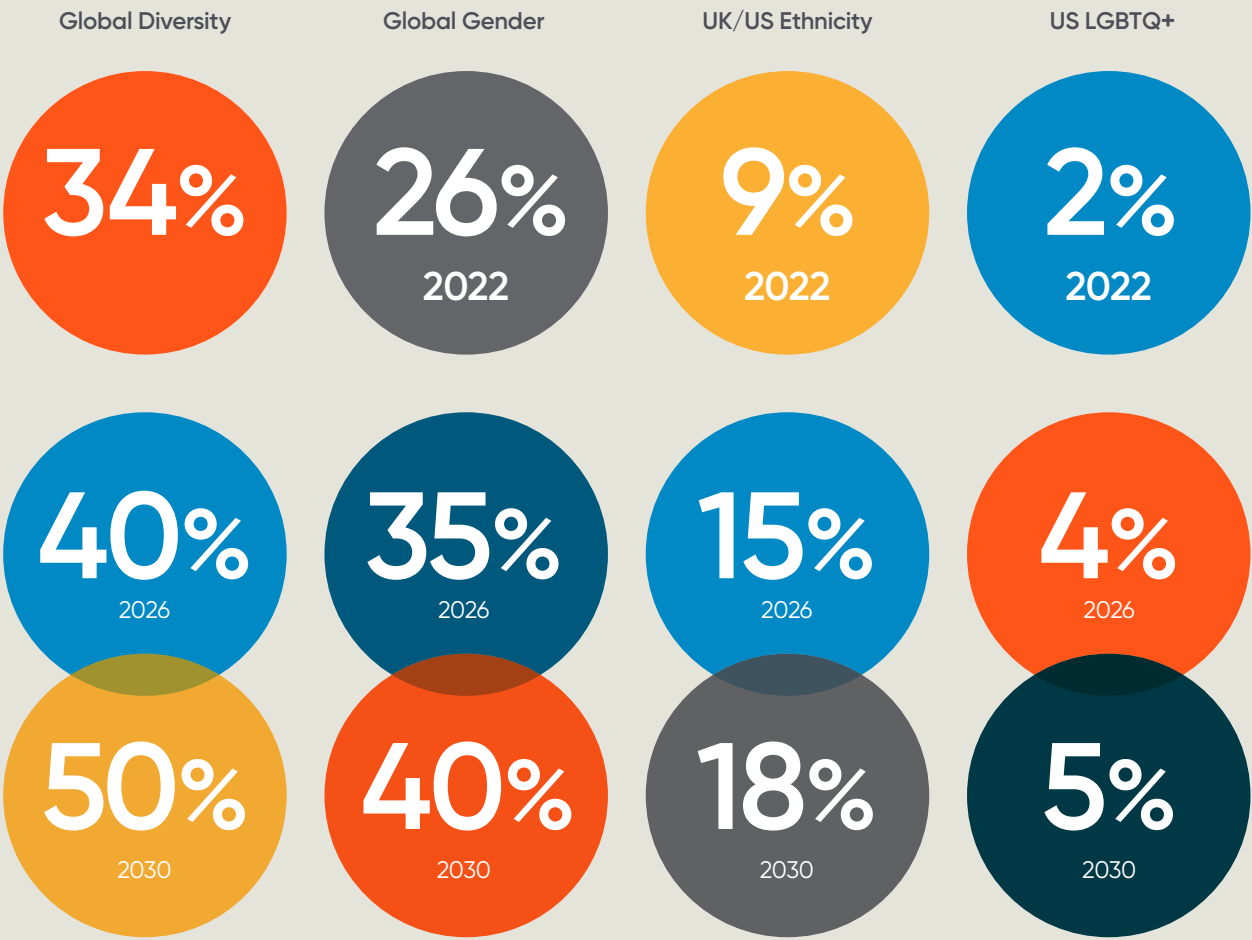
ASPIRATIONAL GOALS

At BCLP, we believe that Inclusion & Diversity (I&D) and WellBeing enriches the fabric of our culture and makes us a stronger and better firm. We also understand that a deep commitment to I&D and WellBeing alone cannot effect real change without well-established goals, programs, campaigns and leadership engagement. BCLP is proud to report that it is working to create an environment where all our employees are valued, motivated and able to be themselves.

ASPIRATIONAL GOALS 2020-2030

Launched in 2020, BCLP set high-reaching aspirational goals for its partnership, designed to increase equality of opportunity and fairness across the firm.

We have made progress toward reaching these goals, but recognize that there is still work to be done ensure enduring change.



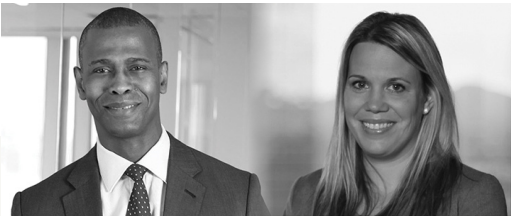
I&D AND WELLBEING GOVERNANCE

The I&D and WellBeing Boards ensure that the firm’s I&D and WellBeing goals and strategic plans are considered at the highest level within the firm. The WellBeing Board comprises of senior stakeholders and leaders from the partnership and business services who represent the firm’s global network.

GLOBAL I&D ACTION BOARD

Members of the Global I&D Action Board, all of whom remain on the Board for a two-year term, commit to the assist the firm with the following:

- ▶ Set the direction for strategic firm-wide I&D initiatives;
- ▶ Drive the attainment of the Aspirational Goals;
- ▶ Create a global, firm-wide framework and approach to I&D;
- ▶ Ensure BCLP recruits, supports, retains and promotes a diverse pipeline of talent;
- ▶ Identify opportunities for global I&D initiatives to ensure an inclusive firm culture; and
- ▶ Serve as liaison between our diverse talent and the firm’s leadership



“As Co-Chairs of the Global I&D Action Board, we have been delighted with the progress the firm has made across each of our focus areas. Refining our I&D and WellBeing action plan has created a solid foundation for us to build on. This year, we have also bolstered our ranks across global business services and legal teams to ensure we act as a truly global board and continue to take meaningful action across all our regions and business areas.”

SEGUN OSUNTOKUN | MERIDYTH ANDRESEN
Partner, London Partner, Phoenix



“One of our most important core values is that we treat our colleagues as we would our best clients. Looking after each other’s WellBeing goes right to the heart of BCLP culture – it’s part of who we are, and so we want to be leading the market in the WellBeing initiatives that we roll out for our colleagues.”

POLLY JAMES
Partner and Global Practice Co-Leader - Financial Services Disputes and Investigations, London

GLOBAL WELLBEING ADVISORY AND ACTION BOARD

The Global WellBeing Advisory and Action Board determines the strategic direction, overarching commitments, and initiatives necessary to establish a comprehensive, global WellBeing program. The Board strives to develop a culture of openness, where every individual’s potential is realized in a healthy and supportive workplace. To accomplish this goal, the Board will support, educate and empower the BCLP community to model mindfulness and healthy practices at BCLP.

GLOBAL I&D CLIENT COLLABORATION

Reflective of BCLP’s commitment to I&D, in 2021 the firm appointed Daisy Reeves as its inaugural Global I&D Client Relationship Partner across its 30 international offices.

This role is a first-of-its-kind in the legal industry – BCLP is the only firm that has a dedicated partner working pro-bono with clients to develop and collaborate around diversity efforts. Daisy is already well known in the I&D world, consistently ranked as one of the most influential LGBTQ* Executives in the world in the global ‘OUTstanding’ benchmark.

Since her appointment, Daisy has met with over 100 clients to discuss best practice and next practice in I&D and change culture, from the world’s largest financial institutions to international corporations.

To date, she has trained over 5,000 ranging from listed boards, compliance and regulatory teams through to in-house counsel, in each case, from all parts of the globe. Daisy would be delighted to discuss her unique role and I&D more generally.



“I am proud that BCLP has pioneered this new approach within the legal industry by creating a role enabling BCLP to share, learn and collaborate more closely with our clients and communities in which we operate. Fostering inclusion and diversity wherever we do business will, together with our clients, substantively affect change based on our shared value systems.”

DAISY REEVES
Global Inclusion & Diversity Client Relationship Partner, London

McDonald’s

McDonalds’ 2022 EMPOWER award
winner for commitment to Diversity,
Equity & Inclusion



ACTION PLAN

In October 2022, BCLP launched its Action Plan to drive inclusion and diversity across the global firm, which has at its core five overarching pillars designed to ensure that I&D and WellBeing are considered in every aspect of decision-making. These pillars aim to:



Cultivate a high-performing talent pipeline through recruitment and promotion.



Create a culture of belonging, psychological safety, and well-being to drive retention.



Educate our leaders to manage, support, and get the best from all of our people.



Ensure inclusion and accountability are woven into how we operate.



Collaborate with clients and industry bodies to amplify our efforts.

HIGHLIGHTS 2022

BCLP remained focused on I&D and Wellbeing in 2022 with innovative and engaging global and regional programming, despite the backdrop of challenges across many of our regions.

As part of our commitment to diversity, BCLP strives to attract candidates from diverse backgrounds by focusing on an inclusive approach to recruitment and selection and ensuring fair treatment throughout the process.

Our dynamic recruiting committees lead the charge as we recruit at schools with diverse student populations and expand our outreach beyond the traditional law school networking engagement model.

FORAGE PLATFORM

In September 2022, BCLP began collaborating with Forage, an online work experience provider, to provide virtual courses focused on interviewing and assessment techniques. These covered the importance of “owning your story” so you present yourself authentically and confidently and the role of a junior lawyer in the global Real Estate Practice Group. These modules provide candidates with critical insight into the profession and access to valuable resources and offers candidates the opportunity to hone their soft skills. The firm will extend the library of materials in 2023.

REMOVAL OF GRADE REQUIREMENT AND WORK EXPERIENCE WEIGHTING

In September 2022, BCLP removed the grade requirement for student and graduate roles in the UK and US. After much consideration, the firm made this bold move to acknowledge that academic performance is not necessarily an accurate predictor of performance in the workplace and may in fact represent another way that individuals from historically underrepresented groups who face schooling disparity issues are placed at an unfair disadvantage. The firm also reduced the “work experience” weighting at application stage to recognize that those without contacts in the profession may be at a disadvantage in gaining work experience.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCLD)

BCLP is a long-time partner with LCLD, an organization that offers action programs designed to attract and encourage diverse summer associates, associates and partners to participate in the 1L LCLD Scholars, Pathfinders and Fellows programs each year. LCLD’s programs attract and inspire talent in society and within organizations resulting in a new and more diverse generation of attorneys attaining leadership positions.

DIVERSE TALENT NETWORKS

This program allows the firm to build and maintain networks of historically underrepresented people for future leadership positions. The program presents opportunities for hand-selected, experienced individuals to drive a relationship process, not a recruitment process, with participants. The aim is to have career conversations that build trust and confidence between individuals, so if there is an opportunity to work together in the future, it becomes easier, given these established connections.

BLACK IN LEGAL

BCLP was a proud sponsor of the first Black in Legal event as part of UK Black Business Week, an annual initiative designed to provide professionals and entrepreneurs with business insights and additional professional skills in this changing landscape. Black in Legal is an innovative recruiting program that is the key to the firm’s new recruiting strategy. Through this event, BCLP encourages the recruitment and retention of Black individuals in the legal profession, including at BCLP, by providing unique opportunities to



connect with potential mentors and advisers in the legal field. The event, hosted by Segun Osuntokun, UK Managing Partner, had over 200 attendees, including in-house counsel, private practice lawyers, barristers and aspiring lawyers.

INCREASED OUTREACH AND SUPPORT

SPEED CAREER COUNSELING SESSION

A flagship program launched during the 2022 NAPABA Convention to provide career counseling advice to law students and new practitioners attending the convention. The Speed Career Counseling session attracted and assisted more than 65 law students during a four-hour period. As one of the first programs launched by the newly created US Emerging Talent Department, the program already has received interest from law students, entry-level attorneys, and diverse organizations alike.



HIGHLIGHTS 2022

STEPS TRAINING PROGRAM

Guided by the 2021 Pulse Survey that tracked feelings of belonging within the BCLP community, BCLP established a partnership with Steps, a global behavior change consultancy that uses drama-based content to stimulate discussion and deliver Inclusion & Diversity training focused on inclusive leadership, micro-exclusions and implicit bias to legal and professional services colleagues. The goal of the program was to push participants to explore the concepts of unconscious bias and micro-exclusions. The feedback from the participants confirmed that a program with this format helps participants understand the importance of “a speak up culture” and practical ways to support a more inclusive culture at the firm.

MINDFUL BUSINESS CHARTER

Now more than ever, WellBeing priorities are being integrated throughout our organization, especially in the culture, leadership and people management of the firm.

In 2019, BCLP signed onto the Mindful Business Charter (MBC) and began a journey to remove unnecessary sources of workplace stress and promote better mental health and WellBeing in the legal community. MBC exists within a practical framework that encourages member firms to be more thoughtful about the impact that we have on each other. The four strands to the MBC are:

- ▶ Openness and respect;
- ▶ Smart meeting and communications;
- ▶ Respecting rest periods; and
- ▶ Mindful delegation

In 2023, BCLP will continue to run pilot programs to gather feedback and data, with the intention to roll out the MBC globally in 2023.

LAUNCH OF THE GERMAN I&D COMMITTEE

In September 2022, BCLP launched the German I&D Committee, comprised of lawyers and business services professionals from the Frankfurt and Berlin offices. The committee's priorities include supporting parents in the workplace, ensuring more diversity in the German offices, and collaborating with external groups to progress I&D in the legal industry.

GLOBAL MENTAL HEALTH FIRST AID SUPPORT

In 2022, BCLP took an exciting step forward in terms of building consistent mental health support across the firm's global locations when it launched the Global Mental Health First Aid Support program. Through the program, the firm trained Mental Health First Aiders (MHFAs) in every country. MHFAs are trained to:

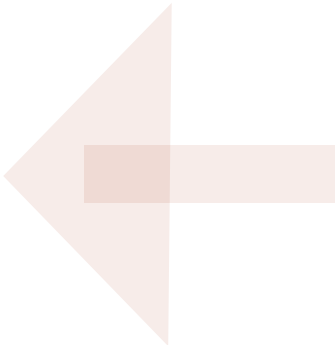
- ▶ Spot the early signs of a mental health issue, including warning signs of common mental health conditions;
- ▶ Act as a point of contact for individuals who may be struggling with something or who are developing a mental health issue, experiencing a worsening of an existing mental health issue or experiencing a mental health crisis;
- ▶ Offer and provide initial help, and guide a person toward appropriate treatment and other sources of support; and
- ▶ Raise awareness of mental health issues in the workplace to reduce stigma

In 2023, BCLP will expand the trainings to ensure the program increases awareness surrounding mental health issues and support for those who may be experiencing those issues.



CATALYST LUNCHEON

During the inaugural Catalyst luncheon, the St Louis office welcomed BCLP's new diverse attorneys and introduced them to our clients. This was an opportunity to build community and encourage the attorneys to engage their client peers. We look forward to continuing the impactful luncheons in 2023.



'OUR VOICES' STORYTELLING CAMPAIGN

'Our Voices' is a new joint WellBeing and I&D storytelling series merging 'This is Me' and 'BCLP/Off Script' to create a wide-ranging, impactful storytelling campaign. 'Our Voices' aims to continue the conversations which help break down barriers and support people to bring their whole self to work. The campaign promotes allyship, addresses bias and amplifies voices to create real and substantial cultural change by focusing on a variety of topics such as mental health, race and ethnicity, LGBTQ+ issues and many more.



BCLP HOSTS THE INVESTING IN ETHNICITY CONFERENCE

BCLP hosted the inaugural Investing in Ethnicity conference, the biggest in person UK-focused event promoting positive change in workplace inclusion. With sessions aimed at senior champions and diversity practitioners, thought-leaders and change-makers, led by Sarah Garrett MBE, shared best practice around utilising diversity data, engaging allies and future proofing organisations.



HIGHLIGHTS 2022

EMBEDDING WELLBEING INTO LEADERSHIP TRAINING

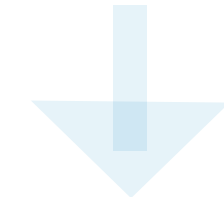
The Global WellBeing Advisory and Action Board developed and delivered a session, as part of the Management to Leadership Training Program, which focused on resilience and mental health awareness. The training is in line with BCLP's belief that leadership is a learned mindset built on trust, empathy, clarity and consistency. The training was also an opportunity to promote the wealth of WellBeing resources available to support BCLP's leaders in their roles.

PRACTICE RESOURCE MANAGEMENT

As a continuation to the Firm's innovative diversity hours gap reporting, which provides a data-driven approach to measuring opportunity, BCLP is working with work allocation professionals to transition responsibility for assigning work to a dedicated Resource Manager. We are confident this shift will reduce the risk of bias during the work allocation process. Resource Managers work with Partners to widen the pool of talent on matters, and with associates to support their career development. This approach is now operational in our UK Corporate & Finance Transactions Department, as well as a handful of US teams. The firm plans to implement Practice Resource Management globally in 2023.

MANSFIELD RULE CERTIFICATION PLUS STATUS

BCLP has been named a Mansfield Rule Certified Plus 2022 law firm, indicating that the firm not only considered, but also achieved 30% diverse attorney representation in many of the Mansfield Rule's categories. This is the fifth consecutive year we have reached the Plus Certified status in the US, and for the first time in the UK as part of the 2022 pilot program.



LAUNCH OF THE GLOBAL INVESTMENT HOURS POLICY

In 2022, BCLP launched its new global investment hours policy, which rewards lawyers with billable hours credit outside of client work for time spent on learning, diversity, WellBeing, knowledge and innovation. This comprehensive policy also introduces new time-of bonus incentives, which ensure billable hours credits for vacation time once eligibility levels have been reached. This, along with a vacation bonus, encourages lawyers to recharge and look after their WellBeing.

REINVIGORATED AFFINITY GROUPS

2022 has seen a re-invigoration of our Inclusion and WellBeing Affinity Groups and Networks and increased engagement and activity across our global offices.

Our diversity networks and affinity groups provide an essential platform and a voice for individuals within the firm. The groups focus on career challenges commonly faced by members and actions to address those challenges. Through regular meetings, programs, and retreats, the affinity groups advise and provide input to the firm leadership on issues critical to their respective communities and paramount to the successful retention of talent by the firm.

Additionally, the groups foster mentoring relationships and provide members with career-advancing opportunities, including business development, networking, and skills enhancement.

The affinity groups also proactively engage and educate the entire BCLP Community around I&D by implementing a broad range of global and local campaigns, firm events, and awareness-raising initiatives. Each of our affinity groups has one or more Partner sponsors.

BCLP's US offices currently have three affinity groups (BCLP Women's Board, Lawyers of Color (LOC) and LGBTQ+ Lawyers). The UK/EMEA offices have seven diversity networks open to all colleagues (Disability, Family and Carers, Gender, LGBTQ+, WellBeing, Social Inclusion, and Ethnicity and Race).

Included below are just a few of the noteworthy internal community-building events the firm held in 2022.



RACE & ETHNICITY

BCLP is committed to providing an active network focused on race and ethnicity that offers opportunities for fellowship, mentoring, leadership and career growth. Highlights include:



RACE FOR CHANGE

In November 2022, BCLP welcomed 100 Black aspiring lawyers to its London offices as part of Race for Change. During this year's launch, we were joined by Sharon Blackman OBE, Managing Director and General Counsel at Citibank, who delivered an inspiring keynote speech, and panellists, Joan Boyle, Head of Legal Investment Management & Transactions at Phoenix Group, and Pamela Dusu, Senior Lawyer at Globeleq. Now in its seventh year, this annual event aimed at Black undergraduates and graduates interested in a career in law has positively impacted BCLP's diversity recruiting efforts. Following the 2021 event, BCLP extended five training contract offers to alumni and 25% of the firm's hires this year were Black and 55% were ethnically diverse.

RECOGNIZING AND CELEBRATING TRADITIONS AND ACCOMPLISHMENTS OF DIVERSE PEOPLE

BCLP embraces heritage months and cultural days of celebration through events and activities, including a Hispanic Heritage Month dance demonstration and book club, a Juneteenth poetry reading and history lesson, and profiling colleagues of South Asian descent, celebrating their respective cultures and identities.

LAWYERS OF COLOR RETREAT

In April 2022, more than 100 lawyers of color, diversity professionals and members of the firm's leadership gathered for an invigorating retreat to discuss diversity recruiting, retention efforts and goals for the coming year. The firm's lawyers of color left the retreat with renewed enthusiasm and determination.



BLACK MENTAL HEALTH PANEL

On World Mental Health Day and during UK Black History Month, BCLP proudly hosted a global webinar focused on Black health and wellness. The session covered the perception of mental health and stigma associated with mental illness within the Black community, colleagues' experiences, and ways to support members of the BCLP community by creating a psychologically safe environment.

LGBTQ+

BCLP is committed to providing an environment where all members of the BCLP community feel included and able to be themselves at work, regardless of sexual orientation, gender identity or expression.

Aspiring to be an employer of choice for LGBTQ+ people, the firm commits to providing support for LGBTQ+ individuals, raising awareness, educating our staff and providing a framework for inclusive policies and processes. The dynamic and engaging 2022 activities included:

TRANS INCLUSION AND PRONOUNS TRAINING

In collaboration with Global Butterflies, a trans inclusion consultancy, BCLP presented workshops discussing the use of pronouns, policies and recruitment best practices, and terminology focused on helping colleagues understand what it means to transition in the workplace, all with the goal of being more effective allies.

LGBTQ+ ALLIES ANNIVERSARY FUNDRAISER

The annual LGBTQ+ Allies Anniversary event in London saw four drag performers battling it out to win the title of "Holiday Season Sweetheart". The event raised funds in aid of The Proud Trust, an LGBTQ youth charity based in Manchester.



PINK FRIDAY

Pink Friday, started by Goldman Sachs, promotes visibility and celebrate LGBTQ+ inclusion in the workplace. To show our support, the Singapore office hosted a Pink Friday session and were joined by Leow Yangfa from Oogachaga, who spoke about the history and evolution of the LGBTQ+ community in Singapore.

PRIDE EVENTS

Pride Month is a time to celebrate, honor, and show support for LGBTQ+ colleagues. As a firm, we showcase our support of Pride by taking serious steps to make equity, inclusion and diversity a priority all year long.

The US offices celebrated the month with a "Toast to Pride", while the London office hosted drinks with resident drag queens Just May and Taylor Trash. The Toast to Pride event featured presentations by members of leadership, the Co-Chairs of the LGBTQ+ affinity group and various other speakers discussing their experiences and hopes for a more inclusive and equitable future.



LGBTQ+ RETREAT

One of the first in-person events held by the firm since the start of the pandemic, the US LGBTQ+ retreat was an opportunity for our LGBTQ+ attorneys and professional staff, along with the diversity team and leadership of the firm, to gather, discuss current issues and develop a strategic plan for the future. Every individual left the meeting feeling seen and supported.





GENDER

BCLP has a long-standing commitment to supporting the career development of women. Even though over half of BCLP's workforce is female, the firm understands that there is still work to be done to increase female representation in the partnership and in leadership roles. To address gender inequality, BCLP's Gender Network and Women's Board work to provide targeted support for women and promote role models across the firm.

BCLP supported the dynamic women of the BCLP community through various 2022 activities including:

AMPLIFY

Hosted in April 2022, Amplify 2.0 brought together individuals from BCLP's UK lawyer and business services populations for a series of high-impact training programs focused on developing authentic, fresh and courageous communication. The program culminated with a live showcase event where individuals presented on topics of their choice.

UAE LADIES LUNCH

The women of the UAE offices met with BCLP Co-Chair Lisa Mayhew to draw inspiration from Lisa's role in firm leadership. Real Estate Partner Sarah Mahood said: "We all felt very lucky to have the opportunity to spend time with our amazing Co-chair at our ladies event. Her insights into senior management and learning about her career path were informative and inspiring in equal measure!"



INTERNATIONAL WOMEN'S DAY

In March 2022, BCLP marked International Women's Day by hosting global panel sessions featuring internal speakers from across our offices, alongside high-profile clients. These sessions provided insight into the career journeys of our panelists who discussed their leadership experiences and offered concrete advice for future leaders.

WOMEN'S ANNUAL TEA

The BCLP women from the DC and Charlotte offices, as part of the firm's BCLP Women affinity group, hosted an Annual Tea for clients on April 19, 2022. This year's guest speaker, Lauren Bright, a General Counsel and Director for the Gates Foundation, spoke on the topic of "Breaking the Bias." During her thoughtful and engaging remarks, she provided insight into how she models leadership through mentorship.



CLIENT ROUNDTABLES

Partner Sharon Weiss and Consultant Shani Netzer hosted a roundtable dinner discussion in Tel Aviv with partners from eight leading Israeli law firms on the challenges facing female partners, managing a work-life balance and how female lawyers can provide support to each other.



SOCIAL INCLUSION

Accelerating social mobility is an important commitment for BCLP and we take action to support, attract and develop talent from less privileged backgrounds, focusing specifically on a range of areas including research, school outreach, work experience and school leaver career opportunities.

Highlights include:

CAREER KICK START

An annual two-week work experience program in July 2022, held in partnership with the Social Mobility Business Partnership, that focuses on providing opportunities to a group of approximately 25 students from lower socioeconomic groups who are in year 12. The first week of the program involves live work experience and skills development sessions at BCLP. During the second week, the students participate in four insight days, each hosted by a BCLP client.



FAMILY & CARERS

The firm encourages members of our BCLP community to succeed at work and at home. We believe by doing so, the firm will nurture a happier, more productive and engaged workforce, while still maintaining and advancing a productive and innovative working environment.



PARENT TRANSITION COACHING

In order to better support our expectant and new parents, Parent Transition Coaching is provided for those taking an extended period of leave in the UK. Coaching is offered on a 1:1 basis and consists of three sessions: pre-leave, during leave and post leave. As part of this, coaching is also offered for the individual's line manager/supervisor. In 2022, this coaching was extended to all individuals based in Asia, with additional regions coming onboard in 2023.

CHILDREN'S MENTAL HEALTH WEEK AND TIME TO TALK

In February, to mark Children's Mental Health Week, as well as Time to Talk Day, BCLP organized a webinar discussing "the parents' survival guide - how to understand and support your child's poor mental health". The thought-provoking webinar focused on the speakers' lived experience of helping their child navigate through complex mental health issues.

DISABILITY

BCLP is committed to providing an environment where all our people can thrive and achieve their full potential, including those with or affected by a disability or long-term health condition. The firm also supports those who have caring responsibilities.

INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

To mark International Day of Persons with Disabilities (IDPD), the Enable Network organized a global event with a high profile speaker in this field, Stuart Thompson. Stuart has broken every bone in his body at least once due to brittle bone disease. This was a moving, inspirational, light-hearted and well-attended session.

ENABLE NETWORK

We relaunched our disability network in 2022, appointing a new Chair, Simon Beddow, Deputy Department Managing Parter, M&A and Corporate Finance. To ensure an inclusive and positive approach, the network rebranded as the Enable Network.

WELLBEING

We continue to integrate WellBeing throughout our global organization by promoting healthy and supportive working practices. We believe that we will achieve this by:

- ▶ Creating a culture of belonging and psychological safety;
- ▶ Supporting, empowering and educating our people; and
- ▶ Ensuring that there is clear and consistent signposting to WellBeing support

The firm's 2022 activities included:

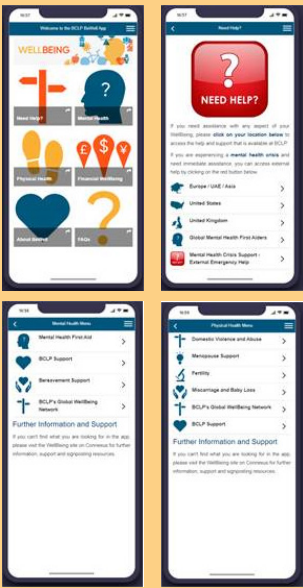
BEWELL APP – SUPPORT WHEN IT MATTERS

In 2022, the firm launched an internal BCLP app, BeWell. It is available to the global BCLP community. The app allows you to access WellBeing support anytime, anywhere.

BeWell is a new and improved way to access WellBeing information at the touch of a button. The content covers three key areas:

- ▶ Mental Health;
- ▶ Physical Health; and
- ▶ Financial WellBeing

The app also lists support available in every location, as well as crisis signposting in emergency situations.



SUPPORT FOR BEREAVEMENT AND PREGNANCY LOSS

We recognize that any type of grief or loss can have a physical and emotional impact, and it can affect people in different ways. The Global WellBeing Advisory and Action Board wanted to ensure a more compassionate approach to supporting individuals through personal loss, serious illness or bereavement with the introduction of globally consistent Compassionate/Bereavement Leave and Pregnancy Loss policies.

INTRODUCTION OF DEDICATED MEN'S HEALTH SUPPORT

In 2022, the UK enhanced the provision of men's health support available via Peppy. The provision includes fitness and exercise as well as prostate, urological, mental health support and more. This sits alongside our existing women's health support that offers guidance regarding menopause and fertility. Peppy is a digital health app that helps individuals take control of their health and get the answers they need anytime, anywhere.

SUICIDE AWARENESS TRAINING IN PARTNERSHIP WITH PAPYRUS

To mark World Suicide Prevention Day, BCLP partnered with Papyrus, the 2022 UK Charity of the Year, to present global training sessions. Papyrus specializes in the prevention of young suicide. Throughout the month of September, BCLP presented global training sessions that covered general suicide awareness training, as well as more in-depth training that discussed how to have conversations around suicide and implement safety plans.

In addition to these training sessions, the firm delivered an annual training for our MHFAs on Suicide First Aid to enhance their overall training.

RECOGNITION, AWARDS AND PARTNERSHIPS



Partner Wanjing Goh was selected Trailblazer of the Year at the Amcham Singapore Women Hero Awards 2022.



Partner Segun Osuntokun was included in the 2022 UK's Black Powerlist's "Politics, Law and Religion" category.



Partner Amy de La Lama was named on the Law Week Colorado's 2022 Top Women list.



Partner Liz Blackwell was named an honoree for the St. Louis Business Journal's 2022 Business of Pride Awards program.



Partner Lindsay Wuller Aggarwal was the recipient of the 2022 Women's Justice Award by Missouri Lawyers Media.



Associate Peter Hur was named on the Lawyers of Color Hot List 2022, which recognizes young attorneys who exemplify integrity, high achievement, leadership and a passion for diversity.

FIRM RECOGNITION



All Star Commitment to Diversity and Inclusion Award at the Aspiring Solicitors Awards 2022



UK Social Mobility Awards 2022 Silver Award for Progression Programme of the Year category, and Highly Commended for Champion of the Year for Partner Tim Smith



Ranked Top 15 in the **Social Mobility Index** for the last five years



Mansfield Rule Certified Plus Firm and Founding Signatory



Recognized as a **London Healthy Workplace Foundation** employer



For the 15th consecutive year, BCLP earned a score of 100% on the **Human Rights Campaign Foundation Corporate Equality Index for 2022**, earning the firm "Best Place to Work for LGBTQ+ Equality" designation



BCLP received the 2022 Law Firm Leadership award as one of five law firms recognized for advancing diversity and inclusion within the firm

PARTNERSHIPS



UK Model Diversity Survey Founding Law Firm Participant



Signatories of the **Mindful Business Charter**



Signatories of the **ABA Well-Being Pledge**



Committed to being a **menopause friendly employer**



Members of the **Business Disability Forum**



Members of the **Minority Corporate Counsel Association**



Signatories to the **German Charta der Vielfalt**, promoting diversity in the workplace

GETTING IN TOUCH

If you have any questions, please don't hesitate to get in touch.

London

Governor's House,
5 Laurence Poultney Hill
London EC4R 0BR England

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