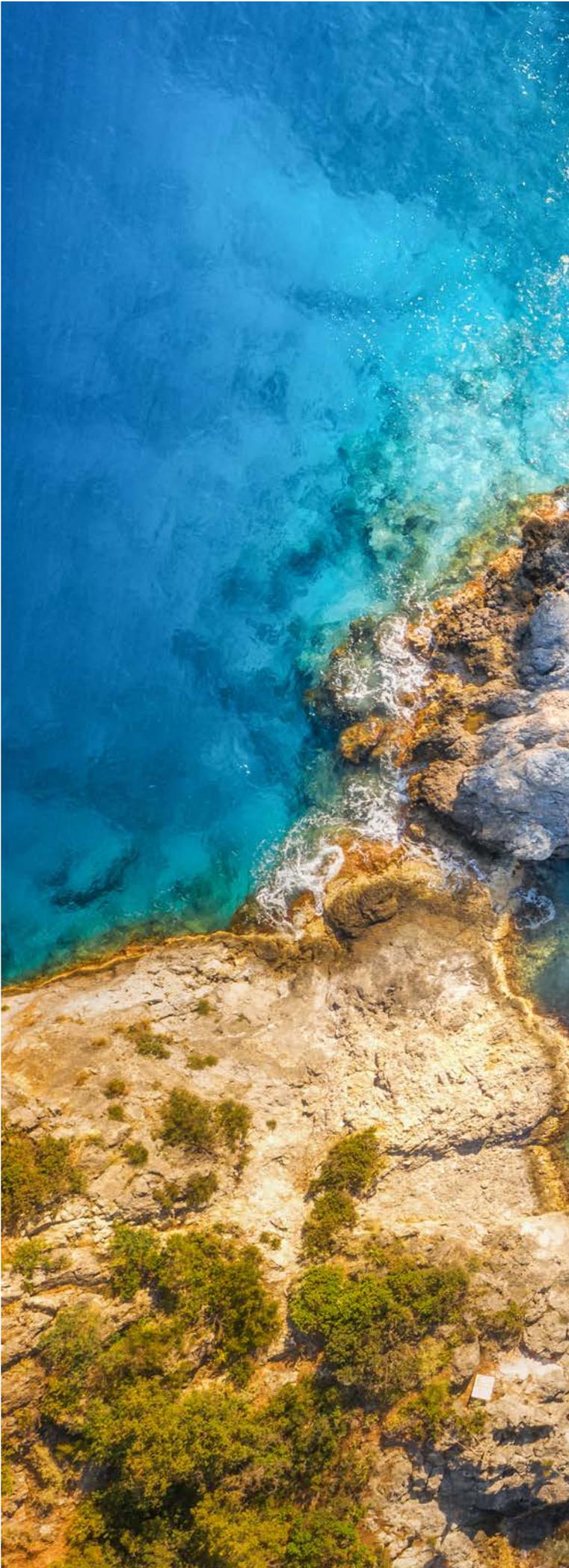


Sustainability Report 2025

Overview





Contents

Executive summary

[Page 1](#)

Governance

[Page 2](#)

Accountability and engagement

[Page 3](#)

Sustainability advice to clients

[Page 4](#)

Environmental sustainability

[Page 5](#)

Our environmental
sustainability program

[Page 9](#)

Responsible consumption
and production

[Page 10](#)

Our social impact

[Page 12](#)

Our people

[Page 13](#)

Pro bono work

[Page 15](#)

Appendix

[Page 16](#)

Executive summary

At White & Case LLP, we are continually evolving our approach to sustainability.

Our values – **Pioneering, United, Human** – guide the behaviors and actions that enable us to deliver on the promises we make to our clients and our people.

Leaders across the Firm¹ are working to better understand our environmental and societal impact, identify the risks and opportunities we face, and align our efforts with the United Nations Sustainable Development Goals.

We are proud to publish our annual sustainability report, now with a broader scope.

Our previous reports provided insight into our efforts related specifically to environmental sustainability. This is our first to cover a wider range of sustainability topics. We have compiled content from our public-facing documents and disclosures, to provide a more comprehensive and easily accessible view of our work.

This is the first of our sustainability reports to demonstrate alignment of our efforts with the United Nations Sustainable Development Goals (SDGs). We have begun what will be an iterative process by highlighting which SDGs are applicable to the Firm's sustainability activities. An overview of the SDGs addressed by this report can be found in [Appendix C](#).

Our sustainability strategy is continually developing. We hope you find the report informative and look forward to progressing the conversation on sustainability.

¹ In this publication, references to the Firm means the international legal practice comprising White & Case LLP, a New York State registered limited liability partnership, White & Case LLP, a limited liability partnership incorporated under English law, and all other affiliated partnerships, companies and entities.

Governance



To effectively address sustainability, we need perspectives from every part of the Firm. By involving senior leaders from diverse functions in our governance, we ensure our approach is comprehensive and reflects the complexity of the challenge.”

Carina Radford, Partner and Member of the Executive Committee

Sustainability & Responsible Business

Our Responsible Business Committee (RBC) reports to the Firm’s Executive Committee and now includes a core team of senior leaders including partners from various practice areas, our Chief Operating Officer, General Counsel and Communications and Marketing leaders.

The Responsible Business team has assembled specialized teams to advise the RBC on emerging issues within our remit. The Reporting & Policy team supports the RBC in reviewing policies, implementing our commitments to human rights and environmental sustainability, and managing client requests for sustainability disclosures as well as compliance with government-required disclosures and surveys. The Environmental Sustainability team supports the RBC by assessing our environmental impact and sharing best practices to minimize the environmental footprint of our operations, employees and suppliers.

Further, 2024 saw the establishment of our Sustainability & Responsible Business Practice. This Practice draws on the experience of lawyers across the Firm in practices that include Environment & Climate Change, Business & Human Rights, Public Company Advisory, Antitrust/Competition, International Trade, Energy Transition and Debt Finance.

Leveraging the knowledge of these groups enables the Firm to share best practices across our global network, ensuring a comprehensive approach to sustainability across our operations, employees, suppliers and clients.

Cross-functional approach

During the first quarter of 2024, the Firm established a cross-functional project group to help prepare for our anticipated global sustainability-related reporting obligations. This team has and will continue to engage and assist the Firm’s Responsible Business Committee, which advises the Executive Committee and other senior stakeholders on key issues and decisions.

In the last quarter of 2024, the Firm ran a pilot Double Materiality Assessment (DMA). This involved stakeholders from across the Firm including leaders from Firm operations, partners, associates, senior members of the Business Development team, and Industry Group Heads. This cross-functional approach ensures that the Firm can define its most material risks, issues and opportunities from all perspectives. A further DMA is expected to be completed within the next two years.

We continue to work together to ensure our material risks are well understood and effectively managed, and our opportunities considered within the wider strategic objectives of the Firm. In support of this, the Sustainability team is partnering with colleagues across the Firm to shape a strategy that reflects both our organizational priorities and emerging global trends.



For nearly a decade, we have voluntarily participated in sustainability disclosures to promote transparency and accountability. As we continue our journey, we remain focused on aligning our operations to global best practice.”

Melissa Butler, Partner and Chair of the Responsible Business Committee

Disclosures

White & Case was one of the first law firms to sign the UN Global Compact, which we joined in 2016. This signifies our commitment to upholding the principles of corporate sustainability and responsible business practices. The UN Global Compact provides a framework for companies to align their operations with ten universally accepted principles in the areas of human rights, labor, the environment and anti-corruption. Read our latest Communication on Progress [here](#).

Since 2015, we have participated in annual assessments with [EcoVadis](#), which uses a methodology aligned to international standards. Each year, we submit evidence of our progress on labor and human rights, ethics, the environment and sustainable procurement. An increasing number of our clients are EcoVadis members and receive our annual scorecard. We were pleased to receive a **Committed** badge for our 2024 Ecovadis disclosure.

In 2022, we began to disclose our greenhouse gas (GHG) emissions data to [CDP](#) (formerly the Carbon Disclosure Project), a nonprofit organization that runs the global disclosure system used by investors, companies, cities, states and regions, as well as a number of Firm clients. We were delighted to score a “B” for our 2024 submission.



External engagement

We actively collaborate and exchange best practices with industry peers. We are a member of the [Legal Sustainability Network](#) (formally known as the Law Firm Sustainability Network) in the US and the [Legal Sustainability Alliance](#) in the UK. These memberships reinforce our commitment to sustainability within the legal sector through increased collaboration and knowledge sharing.

We are a signatory to the [Campaign for Greener Arbitrations’ \(CGA\) Green Pledge](#), a global initiative to raise awareness of the carbon footprint of international arbitration and to minimize its environmental impact by promoting sustainable best practices and procedures. The CGA focuses on innovative technology and procedures to deliver more sustainable outcomes.

White & Case is a signatory to the [American Bar Association Commission on Disability Rights’ “Pledge for Change”](#). The Pledge affirms our commitment to justice and the rule of law for people with mental, physical and sensory disabilities, and to promoting their full and equal participation in the legal profession. In addition, the Firm is an active participant in the [City of London Law Society ESG Working Group](#).

We engage with potentially affected stakeholders or their legitimate representatives on human rights and labor rights topics across various levels and provide commercial clients with advice on sustainability topics. For more than 100 years, we have applied our legal skills and knowledge towards pro bono efforts to strengthen the rule of law, fight injustice and protect the environment. Through our Responsible Business program, the Firm invests in our communities through volunteering and charitable giving. Further details of our efforts taken can be found in our [2024 Responsible Business Review](#).

Sustainability advice to clients



Clients are increasingly coming to us for advice on how to strategically embed sustainability into their business. Proof of an organization’s sustainability progress appears in different forms – board governance, operational policies, regulatory compliance and external reporting.”

Taylor Pullins, Partner and Co-Head of the Sustainability & Responsible Business Practice



We are helping our clients navigate a rapidly evolving sustainability reporting and regulatory landscape that differs significantly across jurisdictions and industries. Every industry is impacted by changes relating to sustainability.”

Clare Connellan, Partner and Co-Head of the Sustainability & Responsible Business Practice

To help our clients navigate environmental sustainability issues, White & Case’s Sustainability & Responsible Business Practice draws on the experience of lawyers across the Firm in practices that include Environment & Climate Change, Business & Human Rights, Public Company Advisory, Competition & Antitrust, Regulatory & Compliance, International Trade, Energy Transition and Debt Finance.

In addition to advising clients, we regularly provide insight into global and evolving issues, reflecting the societal shift in expectations of companies. This ranges from assessing the ESG trilogy of environmental, social and governance risks and opportunities, to the broader implications of “sustainability” impacts on corporate strategy and how a business can thrive now and in the

future. We support our clients in that broader commercial context, with an awareness of emerging legislation across jurisdictions and sectors. As a global firm, we are well situated to support our clients in these areas. The breadth of global capability and depth within our network distinguishes our Sustainability & Responsible Business Practice. Our clients benefit from our connectedness across regions and industrial sectors.

Some recent insights include a practical guide outlining key takeaways from the EU Deforestation Regulation, an overview of the EU Omnibus Package exploring proposed changes across key sustainability frameworks, and an update on California’s new climate disclosure laws detailing refinements to applicability, deadlines and reporting scope.

Environmental sustainability



We are proud of our Science Based Target for GHG emissions reductions. Our implementation planning is underway as we build our strategy to reduce emissions.”

Alan Sweeting, Senior Environmental Sustainability Manager

A proposal for a Firm Near-Term Science Based Target (SBT) commitment was approved by our Executive Committee in 2024. In March 2025 the [Science Based Targets initiative](#) (SBTi) approved the Firm’s Near-Term SBT:

“White & Case commits to reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions 50 percent by 2032 from a 2022 base year, and to reduce absolute Scope 3 GHG emissions 30 percent within the same timeframe.”

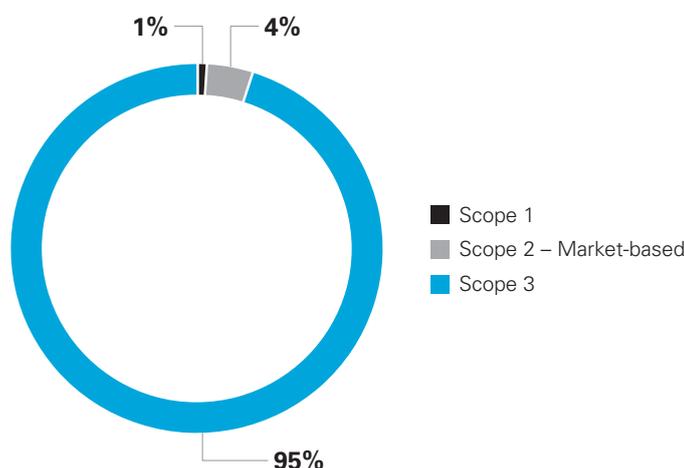
Our 2024 GHG emissions data

The following table shows our Scope 1, 2 and 3 emissions from 2022 to 2024. Our reporting year runs from January 1 to December 31. Overall, our GHG emissions were reduced by more than 6 percent between 2023 and 2024.

The majority of our GHG emissions sit within Scope 3, specifically our supply chain. Where available, we use supplier-specific emissions factors to measure supply chain GHG emissions.

Scope (tCO2e)	2022	2023	2024
Scope 1	1,203	1,236	1,346
Scope 2 – Market-based	3,947	4,205	5,391
[Scope 2 – Location-based]	[6,350]	[6,933]	[7,985]
Scope 3	128,783	129,088	114,605
Total (Scope 1, 2 and 3) – Market-based	133,933	134,529	121,342

Figure 1: GHG emissions (tCO2e) 2024 percentage

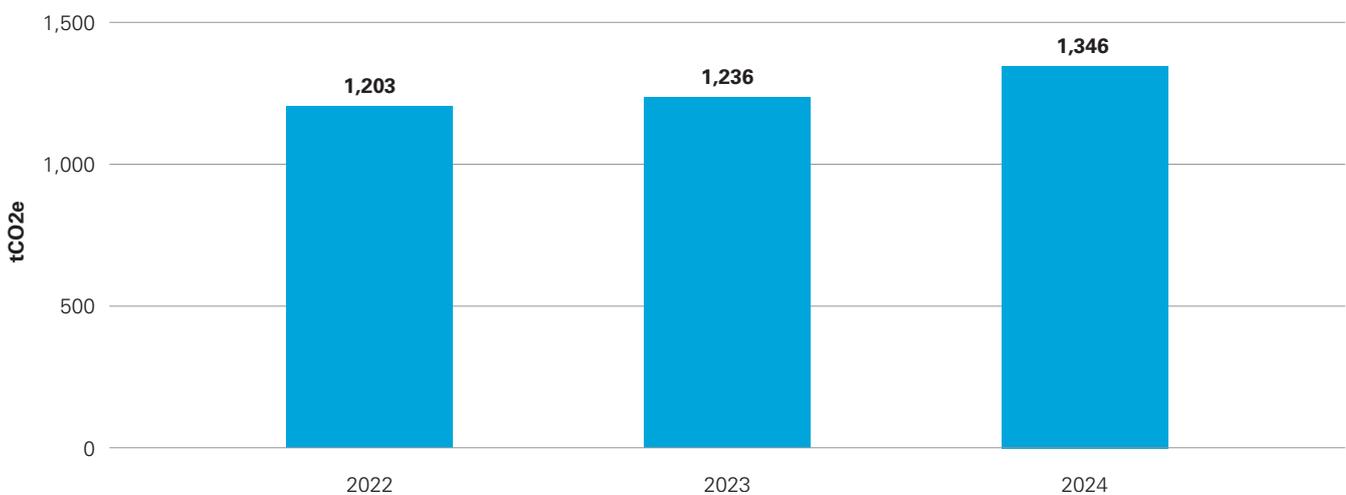


Environmental sustainability (continued)

Scope 1

Our Scope 1 emissions have increased 9 percent compared to 2023. Fuel consumption reduced slightly over the year, however, fugitive (refrigerant) emissions increased significantly.

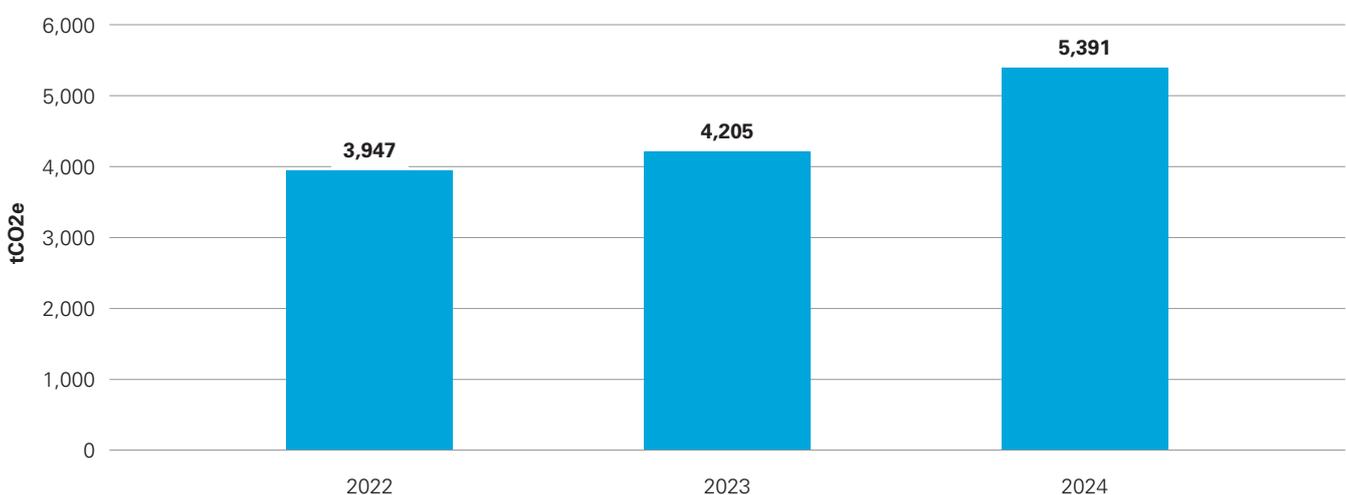
Figure 2: Scope 1 GHG emissions 2022 – 2024



Scope 2 – Market-based / Location-based (GHG emissions percentage)

Our Scope 2 (market-based) emissions increased by 28 percent in 2024 compared to 2023. Electricity consumption overall increased, and the renewable electricity proportion decreased slightly from 47 percent to 46 percent. Updated electricity emissions factors resulted in increased emissions from non-renewable electricity, and improved reporting of consumed heat increased these emissions by 41 percent. While Scope 2 emissions make up only 4 percent of our GHG footprint, this is still an area we are committed to reducing as a Firm. The Firm aims to increase renewable energy coverage to 75 percent by 2027, and we expect our Scope 2 market-based emissions to decrease overall as these efforts progress.

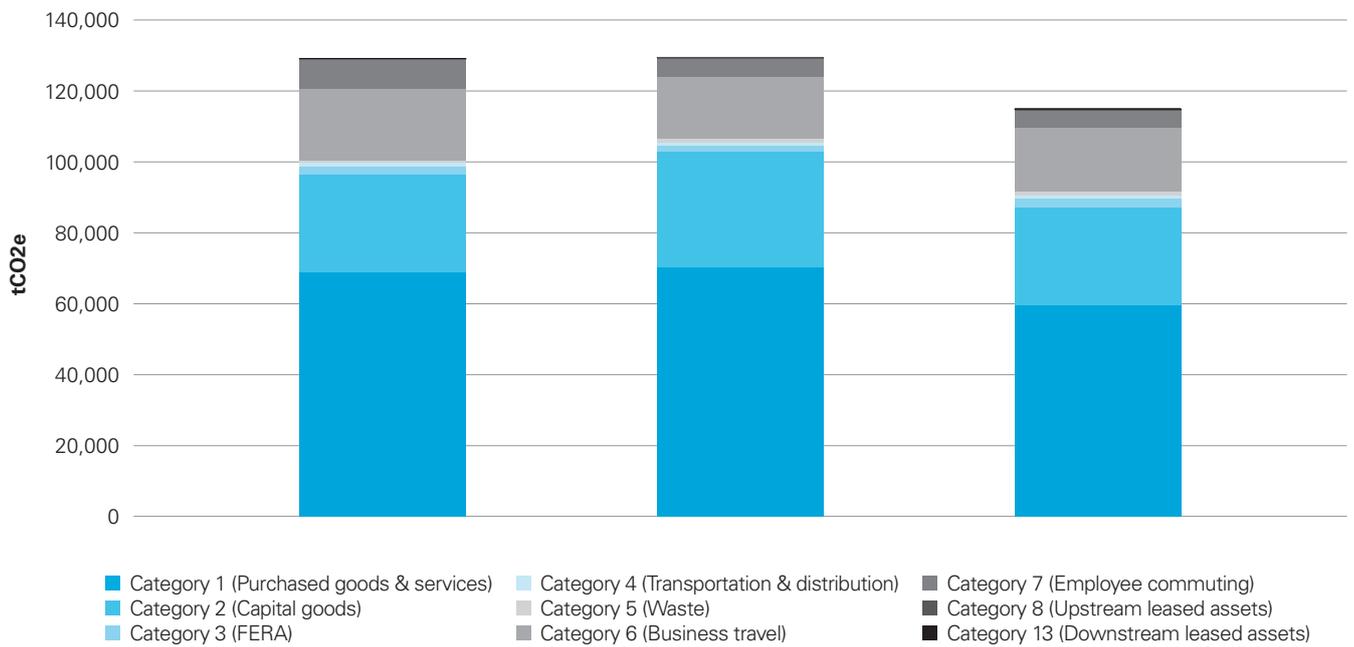
Figure 4: Scope 2 GHG emissions 2022 – 2024



Scope 3

This year, we continue to report on the expanded range of categories included in our Scope 3 assessment from 2022 onwards. The most material categories to the Firm continue to be purchased goods & services, capital goods and business travel.

Figure 5: Scope 3 GHG emissions 2022 – 2024



Environmental sustainability (continued)

The following table provides a detailed breakdown of our Scope 3 emissions. Overall, emissions were reduced by over 11 percent. However, for our 2024 assessment, we used updated spend-based emissions factors reflecting current best practice for our purchased goods & services, capital goods and upstream transportation and distribution calculations. These have reduced emissions on a like-for-like basis compared to 2023, and we plan to recalculate our retrospective emissions in these three categories for consistency. Please see additional information on our GHG assessment methodology and restatements in Appendix A of this document.

Figure 6: Detailed Scope 3 GHG emissions 2022 – 2024

Scope 3 category	2022 (tCO ₂ e)	2023 (tCO ₂ e)	2024 (tCO ₂ e)	2023/2024 % Change YoY
Category 1: Purchased goods & services	68,693	70,076	59,303	-15.4%
Category 2: Capital goods	27,447	32,279	27,557	-14.6%
Category 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2	2,132	1,871	2,308	23.4%
Category 4: Upstream transmission & distribution	1,262	884	1,114	26.0%
Category 5: Waste generated in operations	763	950	941	-0.9%
Waste	668	785	917	16.8%
Paper	4	138		-100.0%
Water	91	27	23	-14.8%
Category 6: Business travel	19,973	17,554	17,979	2.4%
Air travel	13,390	16,281	16,886	3.7%
Rail travel	12	222	277	24.8%
Road travel	92	409	290	-29.1%
Hotel	428	642	522	-18.7%
Other	6,050			
Category 7: Employee commuting	8,096	5,002	4,912	-1.8%
Category 8: Upstream leased assets	285	471	481	2.1%
Category 13: Downstream leased assets	132	1	10	900.0%
Total (Scope 3)	128,783	129,088	114,605	-11.2%

*Figures may not equal exactly due to rounding.

**In 2022, we included a portion of spend-based data to ensure full coverage for the year. Improved processes mean this subset of emissions is unlikely to be necessary in the future.

Our environmental sustainability program

Within the Firm's operations, we are working to implement eco-friendly practices and promote a culture of environmental responsibility. By actively engaging with stakeholders and efforts to enhance our working environment, we aim to foster a sustainable, productive and collaborative workplace that reflects our commitment to environmental stewardship and responsible business.

Our environmental policies reflect our continued focus on sustainability, incorporating measures designed to promote resource conservation and enhance operational efficiencies as we work to reduce our environmental footprint. We remain dedicated to integrating sustainable practices into our operations and advancing our progress over time.

Annual Global Green Campaign

Each year, we develop an internal Global Green Campaign, which aims to engage and educate our people about environmental issues, and share relevant pro bono and commercial work as well as internal efforts the Firm is making to reduce its carbon footprint. This year's theme was "Progress with Purpose," focusing on the Firm's ongoing commitment to environmental sustainability through efforts across its global network and advice to our clients on their own sustainability journeys.

This campaign saw record office participation, with 17 offices holding activities to raise awareness and drive impact. Highlights include:

- Abu Dhabi, Madrid and Shanghai organized events highlighting the connection between what we eat and drink and sustainability.
- Miami, New York and Washington, DC encouraged individual effort through Green Office Pledges and Singapore held a month-long "Go-Green Challenge."
- Hong Kong, Melbourne, Seoul, Sydney and Tashkent focused on reducing food waste and encouraging the responsible reuse of items.
- London, Los Angeles and Tokyo volunteered for environmental organizations, including efforts with the horticultural team at ZSL London Zoo and beach and park clean-ups.
- Beijing and Helsinki held sustainability-focused cycling events.

Global Environmental Impact Policy

Our Global Environmental Impact Policy sets out the Firm's high-level goals for implementing sustainable operations. The following principles guide our operations to ensure we reduce our environmental impacts:

- Comply with all regulatory requirements and voluntary codes of practice applicable to each office.
- Reduce pollution from our activities and implement sustainable waste management practices to minimize the quantity of waste we produce and maximize the amount of waste we recycle.
- Identify key resources such as water, paper and energy used by each office, and implement measures to ensure that we use those resources efficiently.
- Manage our carbon emissions by continuing to improve the energy efficiency of our premises and effectively measure the environmental impacts of our business travel.
- Work with our suppliers and employees to improve performance by promoting awareness of sustainability issues and environmental management best practices.

Responsible consumption and production



The Firm strives to uphold fair and ethical operations that respect the interests of our stakeholders and recognize the importance of protecting our environment.

Sustainable procurement

We expect integrity from individuals and organizations that provide goods or services to us and have created a [Code of Conduct](#), which sets out the standards we expect from every supplier with whom we do business. This Code applies to all suppliers and their subsidiaries and subcontractors that provide goods or services to the Firm. Suppliers must be able to demonstrate compliance with the Code at all times.

Our supply chain procurement program requires that all new key suppliers of goods and services receive and sign our Supplier Code of Conduct, which gives suppliers an opportunity to understand our values, principles and minimum expectations across the Firm, including sustainability.

We expect our suppliers to support the principles of the UN Global Compact and the United Nations Universal Declaration of Human Rights. Suppliers must comply with all applicable local and international human rights-related laws, including anti-bribery and corruption, human rights and employment, and worker's health and safety.

Our suppliers are also required to comply with applicable environmental laws and regulations (including those related to pollution, waste disposal, air emissions and discharges) and obtain and maintain all necessary environmental permits and licenses. We expect our key suppliers to commit to implementing best practices and initiatives aimed at reducing the impact of their business on the environment.

This commitment includes:

- Avoiding the use of hazardous materials, where possible
- Recycling
- Handling, storing and managing waste safely to minimize the impact on human health and the environment
- Having systems in place to prevent and mitigate accidental spills
- Continually striving to improve their sustainability performance, focusing on reduction (as appropriate) of waste, carbon emissions, water and the consumption of natural resources

Sustainable operations

We are working to minimize our impact on the environment by running operations efficiently within the Firm. Our Sustainable Operations Guidelines (SOGs) provide practical guidance to our offices with this aim. These guidelines are designed to encourage the achievement of minimum standards for environmental sustainability across our office network and form the basis of the Environmental Management System (EMS) Questionnaire we disseminate in every office at least once a year. Complementing our operational guidelines are our Global Office Design Guidelines (GODG) for real estate projects, that aim to support and promote environmental sustainability during the design process.

We aim to occupy buildings that demonstrate a commitment to sustainable design and construction. Our office locations across the Americas, APAC and EMEA are supported by a range of sustainability certifications including Building Research Establishment Environmental Assessment Method (BREEAM), Leadership in Energy and Environmental Design (LEED) and National Australian Built Environment Rating System (NABERS).

With approximately 800 people, our London office is the Firm's second-largest and most environmentally advanced office. It obtained ISO 14001 certification in 2014 and has maintained it each year. We won Silver in the Circular Economy, and Bronze in the Air Quality & Climate Action and Communications & Engagement categories at the *City of London Clean City Awards 2024*, where we were recognized for our initiatives in this area. These included sourcing 100 percent renewable energy for our Old Broad Street office, achieving zero waste to landfill, replacing our generator diesel with hydrotreated vegetable oil (HVO), and donating furniture and clothing to local charities.

During 2024, our London office replaced 274 fluorescent light fittings with light-emitting diodes (LEDs), with projected annual savings of 204,000 kWh. We also replaced our two hot water calorifiers with newer, energy-efficient models, which will save a projected 10kWh for every hour they are used. Through our ongoing refurbishment program, electricity consumption has reduced by 15 percent per square foot compared with 2019, while gas consumption per square foot has dropped by 32 percent over the same frame.

Also during 2024, our Manila office began a partnership with a food waste composting company that helps divert organic waste from landfills, aligned with the Firm's commitment to food security. Through this collaboration, food waste from our operations is collected and composted into nutrient-rich soil. This soil is then distributed to and used by local farmers to support food-growing initiatives. Over the first seven months of the initiative, more than three tonnes of food waste was diverted from landfill, reducing greenhouse gas emissions while contributing to sustainable agriculture. New York and Washington, DC donate unused café food, which has provided more than 5000 meals to people in need in 2025.

Our social impact



Human rights

We are committed to responsible business practices protecting human rights, focused on identifying, reporting and addressing human rights risks or abuses in our organization and supply chain. Our [2025 Statement on Modern Slavery and Human Trafficking](#) sets out our commitments and expectations. This is accompanied by our internal global Human Rights and Anti-Trafficking Policy, which applies to all Firm personnel, all contractors, temporary workers and our suppliers.

Integrity and service are core values of our Firm. We are proud to be a signatory to the UN Global Compact. Our affirmation of the ten principles of the UNGC is set out in our most recent annual Communication on Progress (CoP) (which can be found [here](#)).

Our efforts are coordinated with various stakeholders within the Firm, including but not limited to, the Procurement team, the Office of the General Counsel, the Responsible Business Committee and Engagement & Development teams across our various offices.

We are committed to conducting our activities in accordance with all applicable anti-bribery laws, including the US Foreign Corrupt Practices Act and the UK Bribery Act. Our Global Anti-Corruption Policy contains guidelines, standards and procedures to ensure that we and those acting on our behalf understand and comply with applicable anti-corruption laws in all interactions with our clients, prospective clients, vendors, service providers and others. Any transaction that might give rise to a violation of this policy and/or any applicable anti-corruption laws must be reported promptly to senior management. Alternatively, anonymous reports may be made by calling our Whistleblower Hotline.

Our suppliers must comply with our [Supplier Code of Conduct](#), which includes expectations around human rights and employment laws. This includes their support of the principles of the UN Global Compact, the United Nations Universal Declaration of Human Rights and the 1998 International Labour Organisation Declaration on Fundamental Principles and Rights at Work. We expect

integrity from individuals or organizations that provide goods or services to us, and we strive to work only with suppliers that ensure fair and ethical work conditions, where individuals working for a supplier, either under a contract of employment or informally, are treated with dignity and respect, and that the highest standards of human rights are upheld.

We provide Business & Human Rights introductory training for both clients and employees. We engage in industry discussions on forced and child labor. Our Global Pro Bono Practice supports charities and NGOs working to end modern slavery and trafficking, with a focus on protecting the rights of children.

We monitor compliance with anti-corruption requirements through an internal audit department, which conducts ad hoc anti-corruption checks on randomly selected offices and practices.

For our clients, our Sustainability & Responsible Business Practice draws on the experience of lawyers across the Firm in practices that include Business & Human Rights. There has been a dramatic transformation of the legal and reputational risks associated with business impacts on human rights. With respect to specific legislation and international guidance—such as the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct and the United Nations Guiding Principles on Business & Human Rights—we advise on the full life cycle of preparing and responding to these changes.

Fraud and antitrust

In accordance with the UK's Economic Crime and Corporate Transparency Act (2023), the Firm has developed a "Failure to Prevent Fraud" risk assessment and introduced a corresponding policy.

The Firm's global Antitrust Compliance Policy sets out standards, guidelines and procedures in specific areas that have traditionally been the subject of antitrust scrutiny and those that are subject to evolving scrutiny, for the protection of the Firm and its personnel.

Our people



At White & Case we are committed to creating an environment where people thrive, feel they belong and are supported to make their mark. [Our values](#)—Pioneering, United, Human—guide the behaviors and actions that enable us to deliver on the promises we make to our clients and our people. Our longstanding dedication to fairness, equal opportunity and professional growth has evolved into our integrated [Engagement & Development function](#).

Equal opportunity

White & Case has long been committed to creating equal opportunities for all our people. Valuing experiences and perspectives from a variety of backgrounds, fostering mutual respect and working collaboratively has always been at the core of our Firm.

It is our Firm’s policy to recruit, employ, train, compensate and promote without regard to race, religion, creed, national origin, age, gender, sexual orientation, marital status, military or veteran status, disability, genetic information or any other category protected by applicable law. We are committed to ensuring equal opportunities for individuals from all backgrounds to advance and succeed based on their talent and potential, rather than their socio-economic status or personal connections.

This commitment is supported by our global policy on discrimination and harassment, which also outlines a complaints procedure should any issues arise under the policy. All new employees participate in an onboarding process, through which all relevant Firm policies, procedures and programs are introduced. All our policies are available to our people on our intranet.

Affinity networks

We support a wide range of Global Affinity Networks, which come together around professional development, events, networking opportunities, training and business development. Our Affinity Networks play a vital role in fostering an engaging culture, strengthening community and supporting career growth. Open to people of all

backgrounds, Affinity Networks contribute to employee engagement, professional development, educational awareness and business impact. They also serve a vital role in helping people know they belong, and that they are seen and accepted for who they are.

Our eight global Affinity Networks include:

- Asian Affinity Network
- Black Affinity Network
- Disability & Neurodiversity Affinity Network – Beyond Barriers
- Hispanic & Latinx Affinity Network – Alianza
- Jewish Affinity Network
- LGBTQ+ Affinity Network – Spectrum
- Middle Eastern and North African Affinity Network
- Women’s Affinity Network with 24 local chapters

Even more meaningful is the fact that each participant joins and participates in a network as a volunteer, not as a part of their professional role within the Firm.

Mentorship, coaching and leadership development

White & Case offers a wide range of professional development programs for both lawyers and business services professionals. Open to people of all backgrounds, these programs ensure fair access and a mix of perspectives.

Select Affinity Networks offer formal mentoring programs, typically involving one to three mentees with a Firm leader. Sessions are virtual and held monthly for ten to 12 months.

Momentum, our new associate training program, marks a significant step forward in our commitment to supporting all associates in building successful careers and developing the professional skills our clients expect. The program content is built by our lawyers to address their day-to-day realities. Every session is designed to be practical, relevant and directly applicable to our work.

Our people (continued)

The Senior Development Program (SDP) is a global initiative, designed for senior lawyers (associates, counsel and local partners) identified as potential future partners. The SDP focuses on deepening our lawyers' understanding of law firm operations, and supporting them in developing and refining their personal business development plans.

Available to non-partner lawyers and business services professionals across our global offices, our award-winning Coaching Office provides confidential coaching, guidance and referrals through a network of 25 trained internal coaches representing a wide range of functions—from People, Engagement & Development, Business Development, Knowledge, Technology, Legal and more. Our coaches are available to support a wide range of career-related topics, with common focus areas including career development, progression and transitions. Coaching also frequently addresses skill-building and workplace dynamics, such as time management, delegation, managing people and navigating difficult conversations. Several of our coaches are also trained to support individuals who identify as neurodivergent, and while well-being may not always be the primary reason for coaching, it often becomes a valuable part of the conversation.

In addition to a wide range of internal programs and initiatives, the Firm also actively partners with a variety of external Bar membership, thought leadership and academic institutions that provide professional development and networking opportunities for our lawyers and business services professionals.

Respectful workplace

The Firm offers a "Respectful Workplace" training module for current partners, employees and all new joiners, and in some locations per local regulations, to contractors and consultants. This interactive training ensures that our people have the tools and information to recognize what is, and is not, appropriate behavior in a positive and professional workplace.

We have in place systems to ensure compliance with relevant labor laws relating to employee terms and conditions. Each office has a Workplace Committee with representation from a cross-section of our people through which we engage on key issues relating to working conditions. The Firm has a comprehensive Well-Being Program and an Employee Assistance Program that offers information and referrals.

Security and privacy

Firm personnel are bound by strict policies regarding the acceptable use of technology, records management, data protection, confidentiality, facilities security and privacy, and are annually trained in cybersecurity. Security and privacy awareness training is delivered to all new joiners across the Firm and repeated annually on a mandatory basis for all staff. Targeted stakeholder privacy training is delivered on a regular basis. Seminars are held to inform clients on key privacy topics. We participate in external privacy forums. ISO performs certification audits, and the Firm's internal audit function covers specific office locations as part of its internal audit plan. We have an external privacy policy, an internal employee privacy policy and, as part of the Firm's ISO 27001/27701 certifications, an internal digital security policy.

Health and safety

Employees can report health and safety incidents globally via our intranet, or in person to their Office or Facilities Manager.

There were 14 minor injuries reported in 2024.

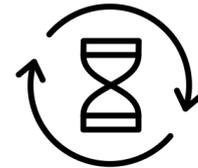
Pro bono work



Our [Global Pro Bono Practice](#) contributes to significant sustainability work. We advise pro bono clients on matters that range from small, regional interventions to those that can influence global policy at the highest level. Recent highlights include:

- Advising Conservation International on the signing of a groundbreaking debt-for-nature swap by and among the United States, Indonesia and other leading environmental non-governmental organizations (NGOs) to protect Indonesia’s precious coral reef ecosystems by redirecting US\$35 million of Indonesia’s debt into an investment in coral reef conservation over the next nine years.
- White & Case has partnered with Child Rights International Network (CRIN) for the past 12 years on a range of impactful pro bono projects. In our latest collaboration, a cross-border team researched laws in Europe to support CRIN’s efforts to prevent institutionalized child abuse, which includes abuse in places like residential institutions, schools and hospitals.
- Collaborating with the Public International Law & Policy Group (PILPG), a global pro bono law firm and longstanding pro bono client, to analyze and draft a report on the impact of natural disasters and resource scarcity on conflicts for the Kenyan Ministry of Foreign Affairs (MFA) to help the country prepare for these challenges.
- Partnering with a commercial client in support of the Cyrus R. Vance Center for International Justice’s “Women in Prison Project” to deliver a significant pro bono project examining the Bangkok Rules—a set of international standards designed to improve the treatment of women in detention.
- Operating ongoing legal clinics with Australian nonprofit Asylum Seeker Resource Centre to assist asylum seekers with applying for protection visas.

Read our [2024 Responsible Business Review](#) to learn more about White & Case pro bono projects and the Firm’s other Responsible Business activities.



105,700

**Total pro bono hours
in 2024**



800+

**Total pro bono matters
in 2024**



100%

**of our offices and practices
do pro bono work**

Appendix

Appendix A

GHG emissions calculation methodology

We use the Greenhouse Gas Protocol (GHGP), a widely recognized framework developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), to accurately measure and report our carbon emissions. The GHGP classifies emissions into three scopes:

- **Scope 1:** Direct emissions from sources we own or control, such as emissions from the on-site combustion of fossil fuels or company-owned vehicles.
- **Scope 2:** Indirect emissions associated with purchased electricity, heating or cooling.
- **Scope 3:** Indirect emissions associated with our business operations but resulting from activities outside our direct control.

White & Case's GHG emissions cover the following categories

- **Scope 1:** Fuel, fugitives, company-owned/leased vehicles
- **Scope 2:** Electricity, heat, company vehicles (electricity from electric vehicles (EVs))
- **Scope 3:** Purchased goods & services; capital goods; fuel- and energy-related activities (FERA), upstream transportation & distribution; waste generated in operations; business travel; employee commuting and homeworking; upstream leased assets; downstream leased assets

GHG emissions include all White & Case office locations with the exception of Muscat, as it is an associated firm and not officially part of White & Case.

Restatements

White & Case strives to improve its environmental performance, drive GHG emissions reductions and align to best practices. This year, we have continued to improve our GHG assessment methodology and data management processes. As part of this commitment to continual improvement, we have re-stated a number of Scope 3 categories for 2023 to ensure consistency with 2022 and 2024 reporting, and to correct errors where they have been retrospectively identified.

The Firm has developed a materiality threshold of 5 percent, meaning that if any emissions recalculations exceed this threshold, we will restate the relevant emissions and publish them in our annual Environmental Sustainability Report. This is aligned with GHGP and SBTi best practice recommendations. For 2023, we have chosen to restate all variances. These include GHG emissions in Scope 3 categories 3, 6, 7, 8 and 13. Material restatements are summarized as follows:

Category 6 – Business travel; air travel emissions have been recalculated to include radiative forcing (RF), and omitted road travel has been included.

Category 7 – Employee commuting; omitted road commuting has been included.

Category 8 – Upstream leased assets; EMEA data center renewable electricity was updated to apply the standard grid emission factor, as the previously provided renewable percentage reflected the grid mix factor rather than the actual purchase of renewable electricity.

Category 13 – Downstream leased assets; review of lease arrangements identified emissions that should be allocated to appropriate upstream categories.

Appendix A

Scope 3 category	2023 (tCO ₂ e) (published in 2024 Environmental Sustainability Report)	2023 (tCO ₂ e) (Restated)	Variance (%)
Category 1: Purchased goods & services	70,076	70,076	0%
Category 2: Capital goods	32,279	32,279	0%
Category 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2	1,833	1,871	2%
Category 4: Upstream transmission & distribution	884	884	0%
Category 5: Waste generated in operations	950	950	0%
Waste	785	785	0%
Paper	138	138	0%
Water	27	27	0%
Category 6: Business travel	9,835	17,554	78%
Air travel	8,620	16,281	89%
Rail travel	217	222	2%
Road travel	349	409	17%
Hotel	648	642	-1%
Category 7: Employee commuting	4,703	5,002	6%
Category 8: Upstream leased assets	1	471	>100%
Category 13: Downstream leased assets	78	1	-99%
Total (Scope 3)	120,643	129,088	7%

Appendix B

WHITE & CASE

London Office 2024 Environmental Review

In 2023, the London office set itself targets for 2024, focusing on reducing our emissions from energy consumption, reducing and recycling more of our waste and ensuring that we retain our ISO 14001 certification. The following highlights some of our achievements.

Waste

Confidential Paper Waste fell **41%.****



Zero

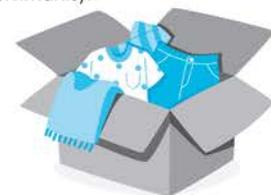
waste to landfill.



Awarded Silver in the Circular Economy category, and bronze in the Air Quality & Climate Action, Communication & Engagement, and Plastic Free categories at the City of London Clean City Awards.

We donated **17 bags**

worth of clothes to the Whitechapel Mission, which is a local charity that serves homeless and marginalised people in the community.



Installed planting throughout Austin Friars House and 4th Floor 5 OBS.



2024 marks the **10th year** that the London office has held ISO 14001 certification.

Recycling



76% of our waste in 2024 was recycled. **13%** was sent to energy from waste plants. And **11%** was processed via anaerobic digestion.

Reuse

Donated **216** items of furniture to Project Giving Back as part of the office refurbishment.



Water

Water usage is down 7%.

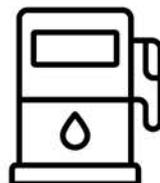


Energy

All of our electricity consumption comes from **100%** certified renewable energy.



Gas usage is down **32%.***



Electricity usage fell by **15.2%.***

LED lights and presence detectors installed across the 4th floor as part of the office refurbishment programme.

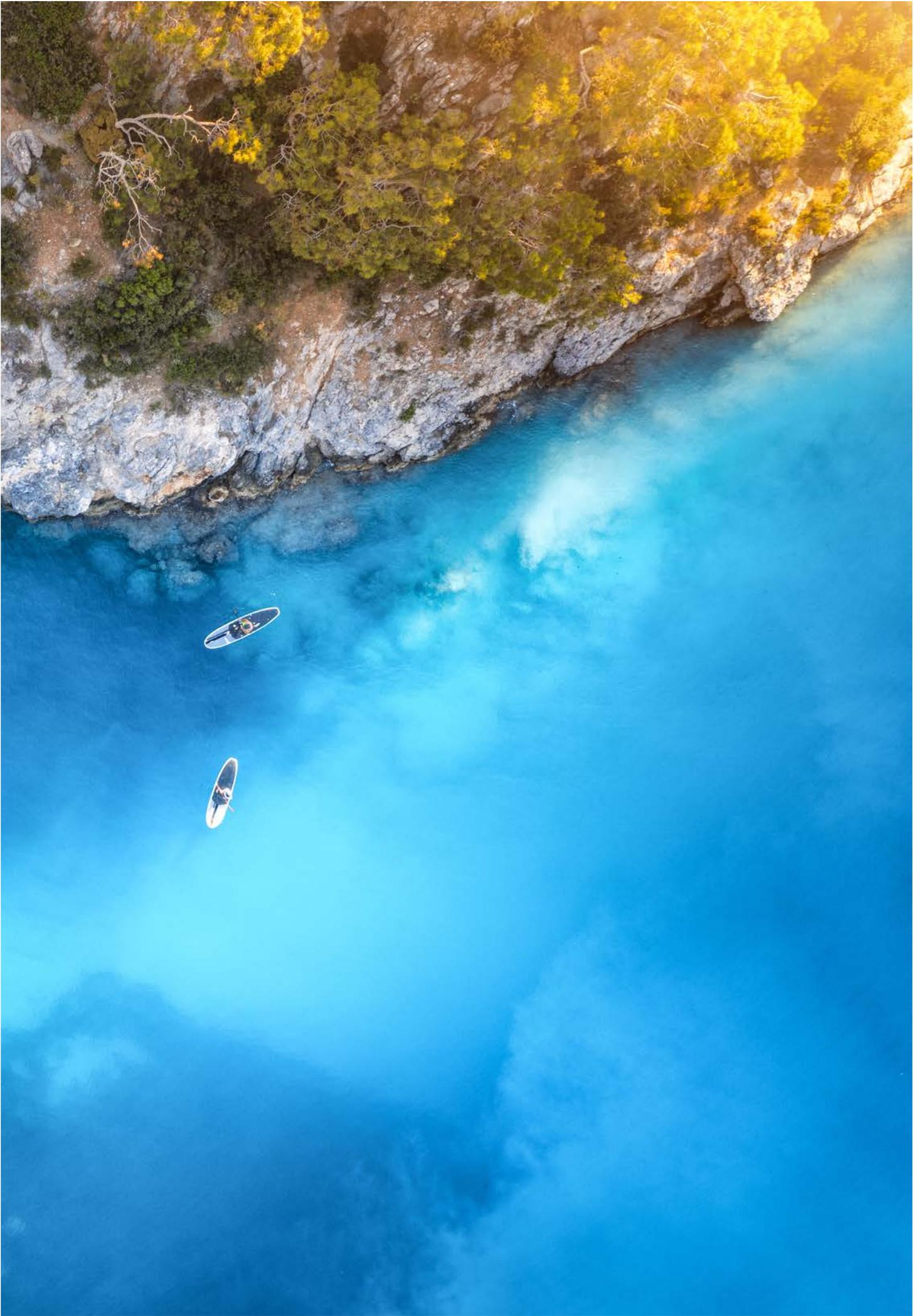


*Figures compared to 2019 baseline per square foot average.
**Figure compared to 2022 baseline per person average.

Appendix C

Alignment with United Nations Sustainable Development Goals

SDG	Targets	Section
5: Gender equality	5.1 End discrimination against women and girls 5.5 Ensure full participation in leadership and decision-making 5.C Adopt and strengthen policies for gender equality	Our people
7: Affordable and clean energy	7.2 Increase global percentage of renewable energy	Environmental sustainability
8: Decent work and economic growth	8.5 Full employment and decent work with equal pay 8.7 End modern slavery, trafficking and child labor 8.8 Protect labor rights and promote safe working environments	Our people
10: Reducing inequality	10.1 Reduce income inequalities 10.3 Ensure equal opportunities and end discrimination	Our people Pro bono work
12: Responsible consumption and production	12.2 Sustainable management and use of natural resources 12.5 Substantially reduce waste generation 12.6 Encourage companies to adopt sustainable practices and sustainability reporting 12.7 Promote sustainable public procurement practices	Responsible consumption and production
13: Climate action	13.2 Integrate climate change measures into policies and planning 13.3 Build knowledge and capacity to meet climate change	Environmental sustainability Pro bono work
16: Peace, justice and strong institutions	16.2 Protect children from abuse, exploitation, trafficking and violence 16.3 Promote the rule of law and ensure equal access to justice 16.5 Substantially reduce corruption and bribery 16.6 Develop effective, accountable and transparent institutions 16.7 Ensure responsive, inclusive and representative decision-making 16.B Promote and enforce non-discriminatory laws and policies	Pro bono work
17: Partnerships for the goals	17.17 Encourage effective partnerships 17.18 Enhance availability of reliable data 17.19 Further develop measurements of progress	Accountability and engagement Pro bono work



whitecase.com

In this publication, White & Case means the international legal practice comprising White & Case LLP, a New York State registered limited liability partnership, White & Case LLP, a limited liability partnership incorporated under English law, and all other affiliated partnerships, companies and entities.

This publication is prepared for the general information of our clients and other interested persons. It is not, and does not attempt to be, comprehensive in nature. Due to the general nature of its content, it should not be regarded as legal advice.

Attorney Advertising.
Prior results do not guarantee a similar outcome.