

McCANN FITZGERALD

Responsible Business Report

December 2024

Go Further

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Foreword

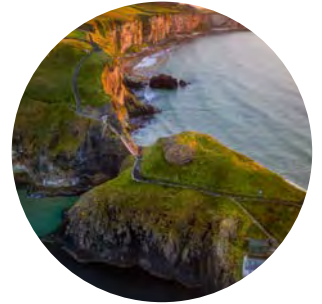
Climate change and other sustainability challenges require the world to undergo a profound transformation.

Now, more than ever, it is critical to act with purpose and make a real impact. We all have a role to play in driving meaningful, sustainable change. At McCann FitzGerald, we do not take this responsibility lightly.

We are committed to aligning our initiatives with the UN Sustainable Development Goals (SDGs) and welcome external input to continually refine our impact. This year, we became a participant of the UN Global Compact, committing to aligning our operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment, and anti-corruption. Our rigorous approach to sustainability is built on strong governance, effective risk management, transparency, and proactive stakeholder engagement.

As a leading Irish law firm, we are proud of our contributions to the nation's economic and social development. Sustainability concerns are leading to a rapidly changing legal and regulatory landscape and our expertise spans all relevant practice areas, including renewable energy, sustainable transport, sustainable finance in all its manifestations, corporate governance and reporting, ESG litigation, and risk management. We therefore not only strive to align our business operations with sustainability objectives but also assist our clients as they work to achieve their own goals.

In this report, we share our actions, progress, and notable achievements, including our commitment to set science-based targets and be net zero by 2050. We are proud of our progress, yet we remain determined to go further. Our Responsible Business Strategy sets a measurable path forward, enabling impactful growth for our firm and clients. Led by our Head of Responsible Business and supported by our Responsible Business Committee, we aim to communicate our progress openly and effectively to achieve a future that is collaborative, sustainable, and fair.



As a leading Irish law firm, we are proud of our contributions to the nation's economic and social development.



Stephen Holst
Managing Partner



Mark White
Partner and Chair



Sabina Cotter
Head of Responsible Business

At a glance

Reporting period 30 September 2023 to 1 October 2024 highlights.

ESG LEGAL ADVISORY

UCC

Partnership with UCC to develop an ESG in Law module which commenced in September 2024.

COMMUNITY

127%

increase in pro bono hours in the last 12 months compared to the previous year. (Pro Bono Pledge Report September 2024).

Expansion of pro bono partnerships with **Community Law and Mediation, Immigrant Council Ireland, Irish Red Cross, Women's Aid** and **EPIC**.



€50,000

In the last 12 months our people fundraised over 50,000 euros for **Focus Ireland, Capuchin Centre, Hope Foundation, Children's Health Foundation, Aware, Women's Aid** and **Movember**.

15



Philanthropically supported 15 charities and community projects.

CULTURE



Signatory of the **Women in Finance Charter**, with a public target to achieve 40% female partners by 2030.

55%



of partner promotions in May 2024 were women.



34%

of our partners are female.



Named **Anti-Discrimination Firm of the Year in Europe** at the Legal Benchmarking Group's Social Impact EMEA Awards 2024. We were also shortlisted for our work in ethnic minority advocacy.

4



Launched four new policies to support DE&I in the firm.

70%

of our firm completed a DE&I awareness course.

80

employees have availed of family leave (60% female and 40% male).

10%

minimum of all our interviewees for internships come from traditionally underrepresented groups.

15%

of our summer 2024 interns were from traditionally underrepresented groups

11%



of our traineeship offers at the end of the internship were from this group.

CLIMATE

73%



Using 2018 as baseline data, in 2023 we reduced our Scope 1 and 2 emissions by 73.03%.

Using 2022 as our baseline, our 2023 Scope 3 emissions have remained relatively consistent.

2022
2023



Committed to **Science Based Targets initiative** emission reductions since May 2024 and working on validating our near and net zero targets.

100%

Using 100% renewable energy in our Riverside One office since February 2023.

Materiality assessment

In May 2023, guided by concepts taken from the new Corporate Sustainability Reporting Directive (CSRD), we conducted an internal double materiality assessment, evaluating both the impact of our business and the financial significance to our business across a range of sustainability headings.

Key areas identified include:

ESG legal advice

We believe delivering legal advice on ESG matters remains our greatest potential for impact.

Commitment to culture and values

Our culture, grounded in our core values, defines our identity and guides our actions.

Employee wellbeing and development

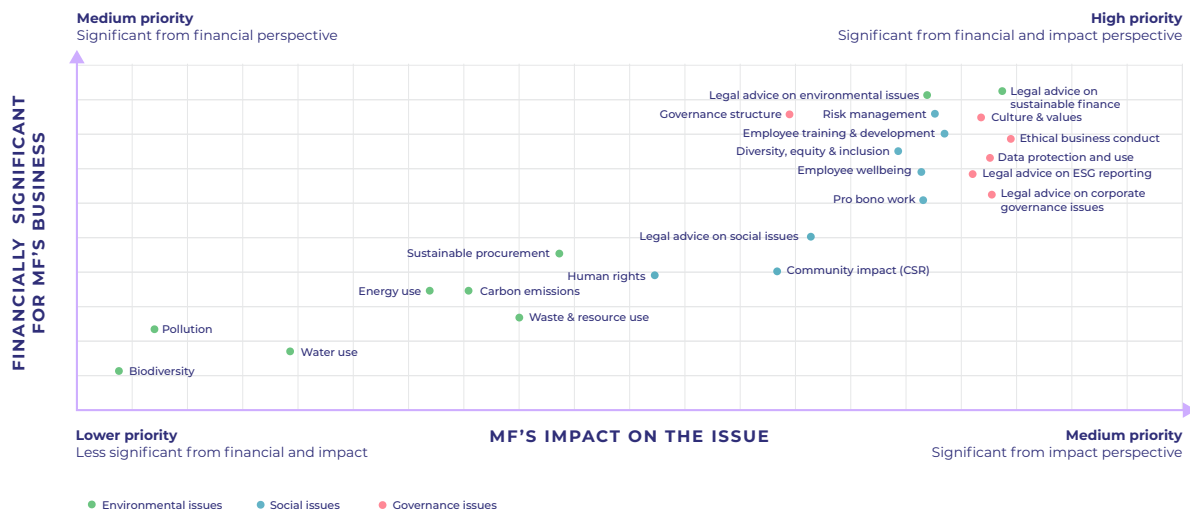
We ensure a supportive and welcoming workspace, focusing on key issues around wellbeing, diversity, equity, and inclusion.



From enhancing employee wellbeing to driving pro bono initiatives, we have mapped out our key areas of impact as a firm.



Materiality Matrix (This matrix illustrates the topics which are most material for our firm.)



Governance and risk management

We prioritise a strong governance and risk management structure to ensure our firm's enduring stability and success.

Ethical business conduct and data protection

We maintain ethical practices and prioritise data protection to safeguard the trust of our stakeholders.

Expanding pro bono impact

We recognise the positive impact of our pro-bono work and are committed to enhancing these efforts.

Sustainable procurement

We prioritise sustainable procurement as our top environmental goal, understanding the role of Scope 3 emissions.

Strategic environmental responsibility

We acknowledge our duty to the planet, keeping environmental sustainability as a strategic priority even as a service-oriented firm.

Our responsible business strategy & team

Our Responsible Business Strategy lays the foundation for a future where we can drive real progress for our firm and our clients.

We have outlined five key strategic objectives to guide and track our progress. This strategy renews our commitment to being a responsible business, considering the environment and broader society and how we intend to embed sustainability across the firm.



Éamon Ó Cuív
Partner and Chair of
Responsible Business
Committee



Sabina Cotter
Head of Responsible
Business



Shreya Jain
Responsible
Business Lead



Assumpta O'Connell
Pro Bono Senior
Associate

Five key strategic objectives. For meaningful, measurable progress.



Alignment with UN SDGs

Aligning our strategy with the Sustainable Development Goals (SDGs), we are actively committed to work that enables social, economic and environmental change.

We are particularly focused on the following eight goals:



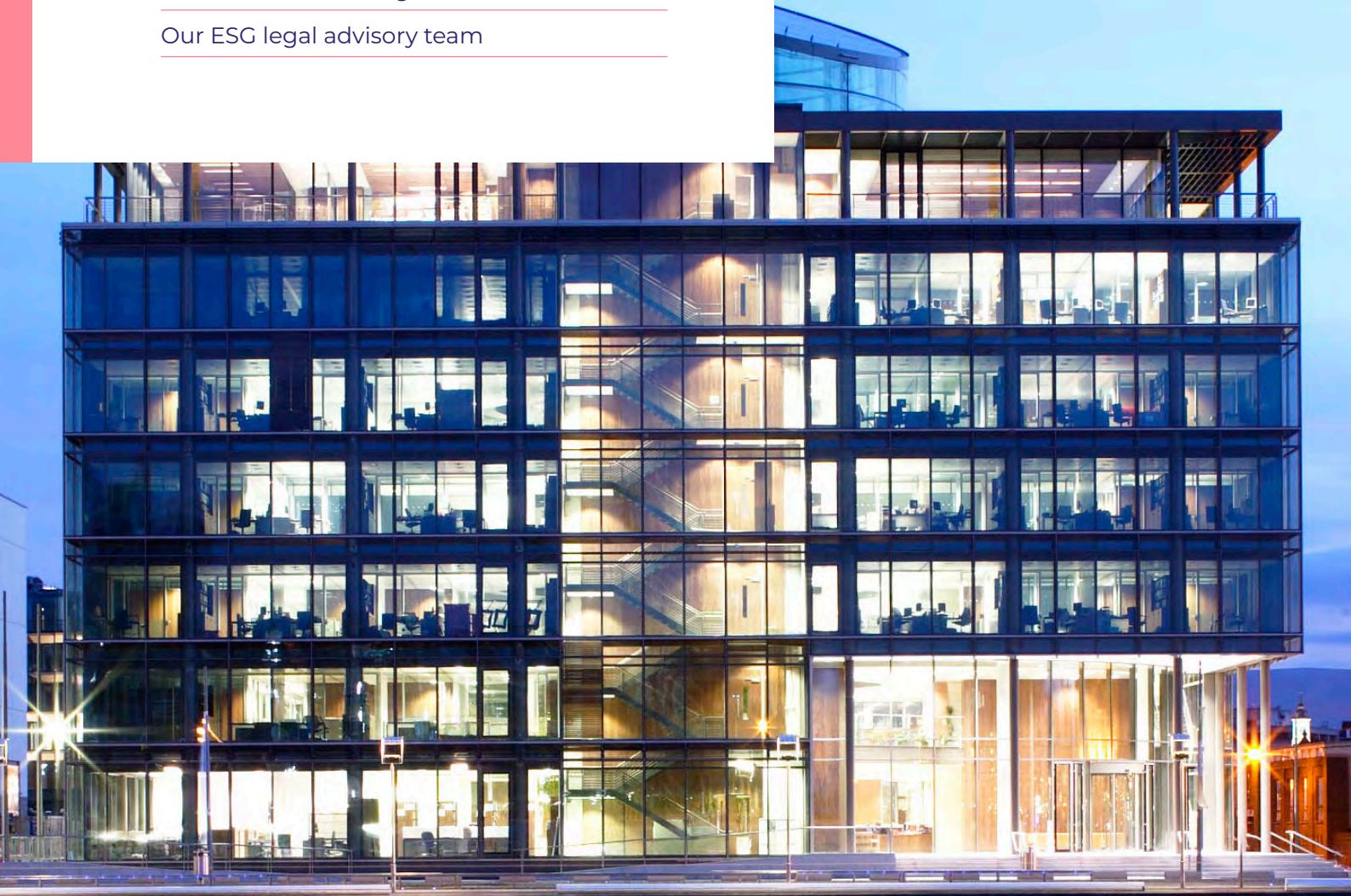
4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 
10 REDUCED INEQUALITIES 	13 CLIMATE ACTION 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 

ESG legal advisory

Thought leadership and academic work

In-house ESG training

Our ESG legal advisory team





ESG legal advisory

Transformative change is essential to put our economy and society on a sustainable path. As policymakers reshape the rules, businesses face increasing pressure to understand and comply with new laws, manage emerging risks, and seize new opportunities.

We bring clarity to this evolving landscape.


Our expertise spans diverse sectors and legal disciplines, allowing us to present a clear picture to our clients of how emerging policies will impact their operations. We outline actionable steps for compliance, reporting, and regulatory obligations while advising on proactive measures to mitigate legal, governance, and reputational risks.



As regulations reshape the status quo, we are in our client's corner to navigate change.

With decades of experience advising both private and public sector clients, we offer insights into the legal challenges arising from the shift toward sustainability, including:

We offer innovative, client-centric, and adaptive legal services that deliver results in real-time.

 <p>1 Energy transition: We advise renewable energy projects and others aimed at progressing the energy transition, from onshore and offshore wind to solar, district heating, and battery storage. We also advise on energy security, a key part of delivering a sustainable energy system for Ireland.</p>	 <p>2 Sustainable finance: We advise clients on all aspects of sustainable finance including capital and loan markets, asset management and investment funds, derivatives, financial regulation and project finance.</p>	<p>4 Environmental and planning: We advise our clients on compliance with environmental and planning laws that affect strategic decisions about their business, now and for the future.</p> 
 <p>5 ESG risk management: We advise on 'greenwashing' risks and ESG-related disputes.</p>	<p>6 Sustainable workplace: We advise clients on ESG commitments, including DE&I, health and safety, and gender pay transparency.</p> 	<p>7 Competition: We advise on the interplay between ESG factors and competition rules and the role of ESG considerations in merger control.</p>  <p>8 Sustainable infrastructure and real estate: We guide clients on evolving requirements and standards applicable to the built environment and on major infrastructure projects aimed at helping achieve sustainability objectives.</p>

Éamon Ó Cuív and Valerie Lawlor lead the co-ordination of our ESG Legal Advisory practice. Supported by a collaborative structure, we draw on expertise from across the firm, including our Energy, Environment and Planning, Finance, Employment, Disputes, Corporate, Investment Funds, Real Estate, and Competition Law Groups.

Some of our client highlights include:

Energy and offshore renewables	Sustainable finance and reporting	Asset management and funds
<ul style="list-style-type: none"> • Advised state-owned Electricity Supply Board (ESB) on a landmark partnership with Danish wind energy company, Ørsted, to develop an Irish offshore wind portfolio—the largest renewables collaboration in Ireland to date. • Guided Bord Gáis Energy in its partnership with Corio Generation to supply green electricity from offshore wind. • Supported a joint venture between Bord na Móna and ESB on the 108 MWp Timahoe North Co. Kildare solar project, one of Ireland's largest solar installations. • Acted for the Department of Environment, Climate and Communications (DECC) for the ongoing design and implementation of the onshore auctions under the Renewable Electricity Support Scheme (RESS). 	<ul style="list-style-type: none"> • Led counsel for ESB in issuing €500mn of 4.25% 12-year Green Bonds through ESB Finance DAC. • Served as Irish legal and tax counsel to the initial purchasers on a USD2.75 billion green bond issue made by Smurfit Kappa Treasury Unlimited Company. • Guided a variety of lenders, borrowers and sustainability coordinators on the terms of sustainability-linked loans in the Irish market. • Advised clients on the emerging sustainable finance and reporting regulatory regime in Ireland and Europe. This included guidance on corporate sustainability reporting, sustainability disclosures, the evolving prudential and supervisory regime, and financial services regulations related to the design and marketing of products with sustainable credentials. 	<ul style="list-style-type: none"> • Advised our entire fund client range on compliance and updates for the Sustainable Finance Disclosure Regulation ("SFDR") Level 2 requirements. • Acted as new Irish legal adviser to Green Effects Investment plc and provided advice on the fund's compliance with SFDR and the Taxonomy Regulation as this fund is an Article 9 fund for SFDR purposes. • Acted for UBS in launching its first SFDR Article 8 fund of hedge funds product within its master-feeder hedge fund ICAV. • Advising our clients about all aspects of their principal adverse impacting ("PAI") reporting requirements. • The bringing together of legal, regulatory, derivatives, stock exchange listing, corporate governance, tax and business advisory expertise to address our clients' ESG requirements.



Development projects

- Advised Gore Street Energy Fund Plc, London's first listed energy storage fund on the development of its Battery Energy Storage System ("BESS") Projects in Ireland and the UK.
- Advised on The Dublin District Heating Scheme (the "project") led by the National Development Finance Agency and Dublin City Council.
- Advised Diageo on its development of Ireland's second-largest brewery and construction of a state-of-the-art carbon-neutral facility.
- Acted for real estate developers and investors who are leading the way in meeting and setting standards for the sustainable construction, procurement, development and management of real estate projects and portfolios.

Transport

- Acted as a standing counsel to the National Transport Authority (NTA), advising on a range of projects aimed at improving public transport.
- Advised the NTA on its groundbreaking Rural Bus Transport and BusConnects Dublin projects, each of which is designed to enhance and supplement public transport options.
- Advised Transport Infrastructure Ireland (TII) on the proposed extension of the Luas Green Line in Dublin, running from Broombridge to Charlestown through Tolka Valley and Finglas Village.

Corporate governance

- Advised clients on all aspects of the development and implementation of an effective ESG strategy, allowing us to work with stakeholders on a range of corporate governance challenges, such as directors' duties, activism and disclosure requirements.
- Advised clients on ESG matters arising in the context of M&A transactions.
- Advised boards, directors and shareholders of listed, and unlisted private and public sector companies on their obligations and rights under applicable governance regimes (including the UK Corporate Governance Code).
- Worked with clients on the establishment of robust and practical risk management and compliance programmes as part of their ESG strategy.



Thought leadership and academic work

At McCann FitzGerald, we are dedicated to advancing thought leadership and making meaningful contributions to academic work across Environmental, Social, and Governance (ESG) matters.

Through the following initiatives, we continually reinforce our commitment to furthering our knowledge to drive real-world impact.



Partnership with University College Cork (UCC)

We partnered with University College Cork (UCC) to introduce an innovative ESG in law module for law students. This initiative features a series of seminars led by Partners Éamon Ó Cuív, Ciara Ryan, Brendan Slattery, Brendan Murphy, and Laura Treacy. These seminars offer a practitioner-focused perspective on essential topics such as Sustainable Finance and Reporting, ESG Disputes and Litigation, Planning and Environment, and Competition Law considerations within the ESG framework.

We believe in empowering the next generation of legal leaders.



Presentations on EU corporate sustainability

Éamon Ó Cuív has also participated on several occasions as a guest speaker on an ESG course run by the Institute of Directors, 'Leading Sustainability: What Directors Need to Know and How to Do It', where he has presented on the governance agenda with a particular focus on the Corporate Sustainability Reporting Directive, the Taxonomy Regulation and the Corporate Sustainability Due Diligence Directive. These presentations equip directors with the knowledge necessary to navigate evolving regulatory landscapes.

Regulatory Ripple

Our Partners Audrey Byrne, Ciara Ryan, Stephen Fuller and Éamon Ó Cuív delivered client education sessions on navigating compliance and reputational damage in litigation and greenwashing risks to help attendees understand the multifaceted risks from consumer to shareholder litigation and the importance of robust compliance frameworks.

Focus on employment and ESG

Mary Brassil, Head of our Employment Group, is championing the significance of the 'S' in ESG through her work with HR networks, guiding HR professionals in implementing social sustainability practices that create inclusive and equitable workplaces.

Mary has also contributed to the Aviation Leasing Ireland (ALI) eLearning platform, developing content for the Sustainability – Diversity, Equity & Inclusion module. Including vital information on gender pay gap reporting and pay transparency legislation, this initiative is part of ALI's Sustainability Charter – the first set of ESG and climate-aligned principles for the aviation industry.

Sustainable finance webinars

From sustainable debt products to emerging regulations, we have hosted a series of informational webinars, keeping our clients informed and compliant with the latest in sustainable finance.

Ensuring our clients are informed and compliant on sustainability issues that matter most.



In-house ESG training

From partners to trainees, our CPD programme includes a dynamic blend of lectures, workshops, panel discussions and annual away days designed to engage all levels of the firm. Led by Emma Crowley, this commitment to cultivating a deeper understanding of ESG issues ensures our team remains at the forefront of industry trends, delivering the impact that matters most to our clients.

ESG masterclass

Our weekly firm-wide lecture series welcomes all members of the firm, including partners, solicitors, trainees, and legal executives. Led by internal and external experts, these sessions explore critical ESG topics.

Trainee workshops

Specifically designed for our cohort of 100 trainees, these workshops are led by partners and senior associates. They provide essential foundational knowledge and up-to-date insights on ESG.

Away days and panel discussions

Our off-site learning days are tailored to the unique needs of each department, offering focused panel discussions on ESG and sustainability, frequently involving significant client inputs. These collaborative sessions encourage open dialogue and innovative problem-solving.



Emma Crowley
Head of Legal
Professional Training

Our ESG legal advisory team



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Climate

Our carbon emissions

Science-Based Targets initiative

Environmental initiatives

Climate

In May 2024, we made a significant commitment to set both near and long-term net zero emission reduction targets in line with the Science Based Targets initiative (SBTi). Additionally, we are dedicated to enriching our community by promoting a greater understanding of environmental and climate issues through educational initiatives.



Our goal is to make a measurable impact with a minimal footprint.



Our carbon emissions

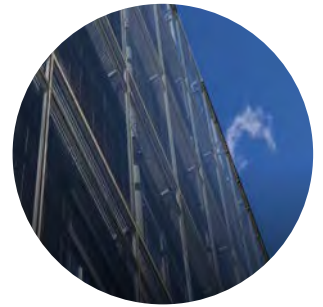
We recognise that we must play our part in addressing climate change by reducing our greenhouse gas (GHG) emissions. We are taking bold, decisive action to do so throughout our operations and supply chain.

Each year, we conduct an assessment of our carbon emissions across all our business areas. Collaborating with an external consultant, we are performing an independent audit of our Scope 1, 2, and 3 emissions and setting short and longer term carbon reduction targets. We are currently in the process of getting our targets validated by the Science Based Targets initiative (SBTi).



Key findings from our 2023 carbon emissions report

- Using 2018 as baseline data, we reduced our Scope 1 and 2 emissions by 73.03% in 2023.
- Using 2022 as our baseline, our 2023 Scope 3 emissions have remained relatively consistent.
- Since 2022, we've broadened our Scope 3 emissions to encompass work-from-home, commuting, catering, stationery, and IT, aligning our efforts with the SBTi.
- Our decarbonisation strategy prioritises areas such as gas usage, air travel, employee commuting, remote work and waste management.



We strive to be a net-zero firm no later than 2050.

Environmental initiatives

Over the past year, we have strengthened our commitment to sustainability, prioritising renewable energy, reducing our carbon footprint and actively promoting environmental education. Led by our Climate Partners, we strive to continue embedding sustainability into our day-to-day.



They include:

- **100% renewable electricity:** Since February 2023, our Riverside One office has been powered entirely by renewable electricity.
- **Energy consumption reduction:** In 2023, we achieved a remarkable 28% reduction in energy consumption compared to 2022, thanks in part to our upgrade to energy-efficient LED lighting throughout our office.
- **Climate committee:** We established a dedicated Climate Committee to move our sustainability strategy forward.
- **Carbon-neutral paper:** We transitioned to a carbon-neutral paper provider, certified by FSC® and EU Ecolabel, ensuring responsible sourcing and environmental stewardship.
- **Sustainable procurement policy:** We developed a robust sustainable procurement policy that reflects our commitment to ethical sourcing.

From renewable energy to supporting environmental education, our sustainability efforts are rooted in action.





- **Biodiversity efforts:** We planted native trees with Reforest Nation and Hometree to enrich our environment.
- **Green Pledge:** We proudly signed the Green Pledge, an initiative led by the Irish Funds Industry, to promote sustainability in finance.
- **Sustainable commuting:** We encourage sustainable commuting through bike-to-work schemes, transport allowances, EV Chargers in our basement carpark and dedicated cycle promotion days.
- **Zero landfill waste:** We've reached a significant milestone, with 80% of our waste now being recycled, while the remaining 20% is incinerated and transformed into clean energy.
- **Single-use plastics reduction:** We eliminated single-use coffee cups and reduced single-use plastics by 99%.
- **Carbon-positive food waste reduction:** Our catering partner, Gather & Gather, has implemented a carbon-positive food waste reduction system in our main kitchen, allowing us to accurately track and minimise food waste.
- **Lunch and learn:** We hosted an engaging lunch and learn session, 'Demystifying Carbon', presented by Hans Zomer, CEO of Global Action Plan, inspiring our team to understand and tackle carbon emissions.
- **Funds industry climate challenge:** Our participation in the Funds Industry Climate Challenge saw 127 colleagues join forces, resulting in a collective savings of 6,941 kg of CO₂.
- **Re-Turn:** We donate all our empty cans and bottles from our Dublin office to the Dublin Simon Community.



Shane Fahy
Partner



Éamon Ó Cuív
Partner



Alan Lynch
Procurement and
Facilities Manager

Culture

Our strategic purpose

Diversity, equity, and inclusion

Wellbeing



Our strategic purpose

In 2023, we undertook an extensive stakeholder consultation process, partnering with an external consultant to review and refine our strategic purpose and values. This process allowed us to define our mission and guiding principles with renewed focus.

Our purpose

Our purpose is to enable our clients and our people to achieve their ambitions so that the success of the firm is preserved over generations and contributes to Ireland's global reputation as a sustainable place to do business. We work collaboratively, bringing the best people and teams together to solve complex issues, seize opportunities, and create better outcomes for clients.

Our values

Our values are the foundation of our everyday actions, shaping who we are and how we work. We embrace a progressive, inclusive, and connected culture that continuously evolves. These values underpin our high standards, expertise, and innovative approach, attracting and motivating top talent.



**We combine
world-class legal
thinking with a
human approach.**

OUR VALUES

Ambition
Connectedness
Empowerment
Integrity
Excellence
Respect

Diversity, equity, and inclusion

We are dedicated to building a culture that is open, inclusive and supportive – where everyone can pursue their goals and feel valued.

Leading our diversity, equity, and inclusion (DE&I) efforts are our DE&I Partners, Orlaith Sheehy, Megan Hooper, and Paul Lavery and our Human Resources team. Together, they are the key drivers of our DE&I initiatives, ensuring these efforts are meaningful, impactful, and reach all parts of our firm. Backing them is a passionate team of over 30 colleagues across DE&I sub-committees who bring our strategy to life by hosting learning sessions, organising celebrations, and shaping our policies to make sure our colleagues feel represented and respected.

Our DE&I efforts are always evolving. We are proud to have earned Bronze accreditation from the Irish Centre of Diversity, and now, we are striving to achieve Silver. In October 2024, we launched the Investors in Diversity all-firm DE&I survey, reflecting our commitment to creating a positive culture and sense of belonging across the firm.



Our goal is to ensure our people feel represented and respected.



Our DE&I is led by:



Orlaith Sheehy
Partner



Paul Lavery
Partner



Megan Hooper
Partner

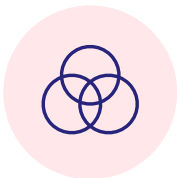


Sarah Begley
Director of HR &
People Development

Our DE&I pillars and initiatives

Our diversity, equity, and inclusion (DE&I) initiatives are structured around several key pillars, each designed to address specific areas of focus and drive meaningful progress. These pillars include gender, race and ethnicity, LGBTQ+, disability and neurodiversity, and social mobility. Through a combination of targeted programs, policies, and partnerships, we strive to create an environment where every individual can thrive, regardless of their background or identity.

Every person, regardless of their gender or background, should have an equal opportunity to succeed and thrive in their career.



1. Gender



2. Race and ethnicity



3. LGBTQ+



4. Disability and neurodiversity



5. Social mobility

**IRISH CENTRE
FOR DI>VERSITY**



1. Gender

We are creating a workplace where everyone, regardless of gender, has an equal opportunity to succeed.

How we are making this happen:



Women in Finance Charter

In 2024, we signed the Women in Finance Charter, committing to gender balance in leadership positions. Led by industry and supported by the Government of Ireland, Ireland's Women in Finance Charter underpins the financial services industry's ambition to see increased participation of women at all levels, including junior, middle and senior management, leadership and board roles within Irish financial services organisations. With a goal of 40% female partners by 2030, we are already making strides – 34% of our partners are female and 55% of our partner promotions in 2024 were women.

Gender pay gap report

Transparency matters, and our gender pay gap report reflects our work in creating a more equitable and inclusive workplace. The report is publicly available on our website.



In 2024, we signed the Women in Finance Charter, committing to gender balance in leadership positions.





Membership of the 30% Club

Our involvement in the 30% Club underscores our commitment to gender diversity at the highest levels of our firm.

MF ConneX

This mentorship programme is designed to support our senior female associates in aligning their career paths with their personal ambitions and professional goals.

MF Evolve

Our maternity support programme offers support for expectant mothers and adoptive parents, ensuring that those going on maternity or adoption leave receive the necessary resources and assistance. The programme also delivers training to our partners and senior leaders around supporting colleagues on their return from leave.

Enhanced family leave and new policies

In 2023, we introduced revised paid family leave policies, including paternity, maternity, fertility treatment and pregnancy loss leave. In 2024, we added support for menopause, medical care and domestic violence leave, recognising the realities and needs of our people outside the workplace. 80 employees (60% female, 40% male) have availed of family leave in the last 12 months.

Career development

To support diverse career aspirations, we have introduced alternative leadership paths such as *Of Counsel* and part-time partnership positions. In 2023, 57% of our *Of Counsel* promotions were women, demonstrating our commitment to providing flexible career advancement opportunities.

DE&I educational awareness

Our DE&I educational course launched in September 2024, with 70% of our colleagues already completing it. The course highlights our pillars, initiatives, and policies and showcases the contributions of our DE&I Committee.

International Women's Day

We celebrated IWD with several events.

- As part of our partnership with the Shona Project, we welcomed 60 girls aged 15–17 from across Ireland, identified as future leaders, to The Shona Project Annual Summit which was hosted in our Riverside One office.
- We welcomed a panel discussion with notable figures such as Deborah Threadgold, Noeline Blackwell, and Dr. Sinead Kane on advancing gender equality in business, sport, and society.
- We hosted our annual International Women's Day client lunch, featuring speakers Sonya Lennon, Brian Pennie, PhD, Tammy Darcy and Tolü Makay.

In 2023, 57% of our *Of Counsel* promotions were women.



2. Race and ethnicity

We are committed to advancing racial and ethnic diversity within the legal profession, creating a workplace that mirrors the diversity of the society we serve.

How we are making this happen:

Anti-discrimination firm of the year

We are honoured to be named Anti-Discrimination Firm of the Year in Europe at the Legal Benchmarking Group Social Impact Awards EMEA 2024. This prestigious recognition underscores our dedication to creating an inclusive and equitable workplace.

Unconscious bias training

All our firm's partners and managers undergo comprehensive annual unconscious bias training before each major recruitment campaign. This training is designed to raise awareness and address unconscious biases that may influence decision-making. Additionally, we have integrated a strengths-based assessment into our traineeship and summer internship recruitment processes. This approach allows us to better identify and nurture talent from diverse backgrounds. We continuously scrutinise and refine our recruitment processes to eliminate structural and systemic biases, ensuring a fair and equitable selection process for candidates from racially and culturally diverse backgrounds.



Diversity deepens our insight, strengthens our understanding, and enhances our capacity to meet the needs of our colleagues, clients, and communities.





Black History Month

We proudly support Black History Month by hosting educational events, such as screening *The Lives of Black Women in the Irish Labour Market* by Eburn Joseph, Director and founder of the Institute of Antiracism and Black Studies. Partnering with organisations like Black and Irish, we provide informative internal communications to progress our understanding, build awareness and enhance support across the firm.

Anti-racism

Our anti-racism focus tackles inclusion across several fronts: education, policy, recruitment, and community engagement. By embracing this holistic approach, we strive to eliminate racism within our workplace while positively impacting the wider community.

Support for the Immigrant Council of Ireland

Through our pro bono partnership with the Immigrant Council of Ireland, our lawyers from all practice areas provide critical legal support and advocacy to immigrants, reinforcing our dedication to social justice and equality.

Our Anti-Racism focus tackles inclusion across several fronts: education, policy, recruitment, and community engagement

3. LGBTQ+

We are proud to create a supportive, inclusive workplace where everyone, regardless of their sexual orientation or gender identity, is respected, valued and empowered.

How we are making this happen:



OUTLaw Network

As a founding member of the OUTLaw Network, we are dedicated to promoting LGBTQ+ inclusion across Ireland's legal sector. In February 2023, we celebrated LGBTQ+ History Month by hosting an event with the OUTLaw Network, reflecting on Ireland's incredible progress in LGBTQ+ rights and the ongoing work needed to ensure equality.



In February 2023, we celebrated LGBTQ+ History Month by hosting an event with the OUTLaw Network.





Pride celebrations

In June 2024, we were thrilled to welcome TD and former Taoiseach Leo Varadkar to Riverside One for an inspiring interview with Partner Helen Kilroy, touching on LGBTQ+ rights and his personal journey. Our celebrations also included Music Bingo hosted by drag icons Victoria Secret and Davina Devine, a team effort at Dublin Front Runners' 5k race supporting ShoutOut and LGBT Ireland, and our sponsorship of OUTLaw Network's Pre-Pride Party to kick off Dublin's Pride Parade.

The LGBTQIA+ Leadership Programme (LLP)

We are proud founding partners of the LGBTQIA+ Leadership Programme, a groundbreaking two-day development program in London dedicated to advancing LGBTQIA+ leaders in the legal field. In July 2024, two of our associates participated, joining a network of LGBTQIA+ lawyers to build leadership skills and further an inclusive narrative within the profession. This not-for-profit initiative supports the growth and connectivity of LGBTQIA+ leaders.

Belong To Rainbow Ball

Each year, we support Belong To's Rainbow Ball, their signature fundraising event, to help make Ireland safer for young LGBTQ+ people.

**We are building
a workplace where
diversity isn't just
respected, but
celebrated.**

4. Disability and neurodiversity

We are committed to building an inclusive, accessible workplace where colleagues with disabilities and neurodivergent team members can thrive, supported by our reasonable accommodations policy, strong partnerships and hands-on work experience.

How we are making this happen:

Trinity Centre for People with Intellectual Disabilities (TCPID)

As a proud business partner, we support TCPID's mission of inclusion for people with intellectual disabilities through education and sustainable employment. This partnership includes funding, plus work placements for TCPID students.

Disability in Law Network

We are active members of this network, championing equal opportunities in the legal sector. In October 2023, we hosted a panel on "Accessibility in the Legal World," moderated by Niall Best, which highlighted key accessibility themes for the industry.

Workplace accommodations and adjustments

We are committed to and experienced in providing workplace accommodations and adjustments for our disabled and neurodiverse colleagues, clients, and visitors, and encourage current and future employees to discuss their own needs with us.

World Down Syndrome Day

As part of our celebration, we screened a short film, "An Irish Goodbye," at our office. We also encouraged everyone to participate in the Lots of Socks campaign by wearing colourful and mismatched socks to spark conversations and raise awareness about Down syndrome.

Deaf awareness event

Marking International Day of Sign Language, we hosted a panel discussion on Irish case law around the rights of deaf individuals.

Leading Minds

Partnering with Leading Minds, we hosted a webinar celebrating neurodiversity, offering insights into recognising and supporting neurodivergent team members and addressing topics from Dyslexia to Autism (ASD) in the workplace.



Our goal is to champion equal opportunities in the legal sector for everyone.



5. Social mobility

We believe talent is everywhere. By opening doors, we support the best and brightest — regardless of demographic or economic background.

How we are making this happen:

Recruitment and selection

We actively broaden recruitment to reach diverse talent pools. For internships, at least 10% of interviewees come from traditionally underrepresented groups, and we reserve a number of our TY placements for students from DEIS schools. 15% of our summer 2024 interns were from traditionally underrepresented groups and 11% of our Traineeship offers at the end of the internship were from this group.

Intern accommodation support

Recognising that housing can be a barrier for students, we provide accommodation bursaries to make our summer internships accessible to all.

Open Doors network

Through the Open Doors initiative, we support pathways to work, including training, education, and entrepreneurship for individuals from marginalised communities.

Trinity Access and Dublin City University Access Programmes

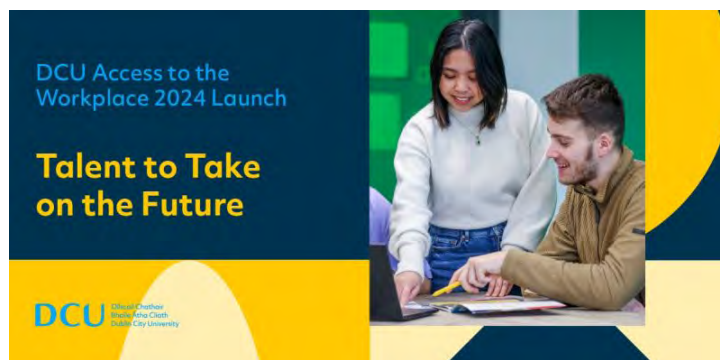
We proudly support the Trinity Access Programme (TAP) and Dublin City University (DCU) Access Programme. These programmes create avenues for underrepresented students to enter third-level education.

The Breakthrough Project Ringsend College

Our support for Ringsend College includes an after-school scholarship programme that helps students reach their full potential.



At least 10% of our interviewees for internships come from traditionally underrepresented groups.



Wellbeing

We believe true sustainability starts with our people. Our commitment to employee wellbeing is woven into every part of our workplace with a culture that supports every person's social, physical, mental and financial health. Led by our Wellbeing Committee, we create initiatives that support work-life balance, ensuring our team can thrive both professionally and personally.



We are committed to building a workplace where our people can excel, both at work and in life.





Our wellbeing commitee



Gary McSharry
Partner



Morgan Dunne
Partner



Bébhinn Bollard
Partner



Emma Crowley
Head of Legal
Professional Training



Sarah Begley
Director of HR &
People Development

Our approach to wellbeing

In October this year, we hosted a Wellbeing in Law event to launch our Wellbeing Committee, learn from external expertise, and engage our colleagues in the development of our renewed strategy. We were joined by Elizabeth Rimmer from LawCare UK and Antoinette Moriarty, Head of Psychological Services in the Law Society.

Our current strategic focus:

Leadership commitment

A partner-led strategy championing a supportive environment and working with experts like Leading Minds, the Law Society, and specialists in workplace wellbeing to guide our efforts.

Communication and feedback

Regular check-ins and open feedback channels to ensure we maintain a strong support system.

Equality, respect, and safety

Prioritise psychological safety, creating spaces for open communication.

Education and initiatives

Throughout the year, we offer a full calendar of activities designed to support health and wellness. Some activities include: SiSu Health Station from VHI, Mental Health First Aid Training, Fitness class passes, Summer Fun programme including yoga, golf and tennis, soccer, photography, bake-offs, financial fitness talks, the employee assistance programme and healthy food offerings. With expert speakers, educational sessions, and ongoing input, we will continually expand awareness and support around wellbeing.

Employee engagement

Employee input is essential to our commitment to continuous improvement. Our wellbeing steering group will gather regular feedback to help us assess what is working and where to improve. We also have 11 mental health first-aiders trained in the firm.

Our Employee Assistance Program (EAP)

This offers confidential support to help employees manage personal and work-related challenges. It is available 24/7. The EAP provides free access to counselling services, mental health resources, financial and legal advice, and wellness tools. It is designed to support colleagues' wellbeing, both in and out of the workplace.



We are actively engaging our people, experts, and leaders to create a sustainable and supportive work environment.



Community

Our pro bono work

Community projects we support

Employee fundraising



Community

Our commitment to community impact is rooted in action. Through volunteering, community partnerships, and pro bono work, we actively support initiatives that strengthen access to justice and empower local communities.



We contribute funding, knowledge, skills, and time to support organisations in our local community to make a positive impact.



Our pro bono work

Providing free legal services to those unable to access or afford them is an integral part of our business.

Our pro bono strategy is led by our Partner Doug McMahon, senior associate Assumpta O'Connell, and a dedicated steering group, ensuring our efforts make a meaningful difference. In September 2024, we reported an increase of 127% in our pro bono hours under the Pro Bono Pledge when compared to the previous year. Our pro bono partnerships with Community Law & Mediation, Immigrant Council of Ireland, Irish Red Cross, Women's Aid and EPIC have helped us achieve this impact.

As a sustaining partner of the Public Interest Law Alliance (PILA), we are part of a powerful network linking the legal community with non-profits, community groups, and independent law centres to drive social change. PILA is a key player in growing the pro bono ecosystem in Ireland, where they match the unmet legal needs of those who need it most with lawyers willing to give their services for free, creating real impact across Ireland.



Pro Bono Pledge

We are proud to be founding partners of Ireland's Pro Bono Pledge, which unites legal professionals to uphold a shared commitment to access to justice. The pledge sets a goal of 20 pro bono hours from every lawyer in the firm. As part of the pledge, we report our pro bono hours annually following PILA's guidelines.



Pro Bono Week 2024

As active members of the Ireland Pro Bono Week Committee, we celebrated the role of lawyers in delivering essential legal services to those in need and raised awareness of the vital work of pro bono legal support.



Doug McMahon
Partner



Assumpta O'Connell
Senior Associate

We reported an increase of 127% in our pro bono hours in the last Pro Bono Pledge reporting period.





Pro bono partnerships

Our pro bono partnerships with the Free Legal Advice Centres (FLAC), Community Law & Mediation, Women's Aid, and the Immigrant Council of Ireland engage lawyers across all practice areas, empowering our people to support critical causes directly.

Pro bono case studies

Here is a snapshot of recent cases:



Crois Dhearg na hÉireann
Irish Red Cross

Irish Red Cross

About the organisation

Irish Red Cross supports people affected by crisis and conflict all over the world.

The support we provided

In early 2024, the Irish Red Cross surveyed the legal needs of the Ukrainian community living in Ireland. Based on their findings, we collaborated with several Irish law firms and lawyers to deliver a webinar series over 6 weeks on the topics of most interest. Over 3,000 participants attended the series. The recordings are also available online as an ongoing resource for those who need it. In addition to helping the Ukrainian community, the project also strengthened the sense of collaboration in the pro bono space between the Irish lawyers, law firms and NGOs involved.



Women's Aid

About the organisation

Women's Aid is a national organisation working to prevent and address the impact of domestic violence and abuse.

The support we provided

Accessing legal aid is often not an option for women experiencing domestic abuse, given the delays in the legal aid system and the fact that they usually have to make costly, recurring applications for legal aid. As a result, women experiencing domestic abuse often represent themselves in domestic abuse and family law proceedings. In 2023, we re-established our Women's Aid clinic to provide a voluntary and confidential free legal information and assistance clinic to support women experiencing domestic abuse who are representing themselves in family law proceedings.



EPIC

About the organisation

EPIC (Empowering People in Care) is a rights-based organisation advocating for children in care and young care-leavers.

The support we provided

From time to time, young people supported by EPIC want to change their birth surname for a variety of reasons, including where their birth surname has negative associations for them.

In partnership with EPIC, we have assisted several young people with the deed poll process to change their names.



Green Ocean Foundation **About the organisation**

The Green Ocean Foundation is a not-for-profit which engages in marine restoration and conservation activities to improve biodiversity by using nature-based solutions to mitigate the impact of climate change and rebuild nature. Its current projects include the Dublin Bay oyster re-introduction project and the Clew Bay habitat restoration project.

The support we provided

We have worked with the Green Ocean Foundation providing assistance and advice around the establishment of a legal entity for the foundation to enable it to carry out this vital work and to scale its future activities.



Community Law and Mediation **Centre for Climate Justice**

About the organisation

CLM is an independent community-focused law centre, established in 1975.

The support we provided

Our planning and environmental team has commenced an exciting project with CLM's Centre for Environmental Justice under which we will undertake research projects and provide advice on planning and environmental law. Our team continues to work with the Centre for Environmental Justice on an ongoing basis, preparing know-how guides and providing advice on proposed legislation in this space.



Business for Biodiversity **About the organisation**

Established in 2022, Business for Biodiversity Ireland is driving the transition to a nature-positive Irish economy. By harnessing the energy and innovation capacity of Irish businesses, it incentivises actions that not only minimise environmental impact but actively enhance natural systems.

The support we provided

In 2024, we provided pro bono legal advice and assistance on an ongoing basis to Business for Biodiversity Ireland, helping them navigate the complex legal landscape in their mission to promote biodiversity and sustainability.



Community Law & Mediation **General Legal Advice Clinic**

About the organisation

CLM is an independent, community-focused law centre providing legal services in communities impacted by social exclusion, disadvantage, and inequality.

The support we will provide

Our volunteer solicitors, assisted by a group of trainees, will staff a general legal phone clinic operated by CLM covering a broad range of legal issues including employment, social welfare, housing, family, child law and environmental justice.



Immigrant Council Ireland **About the organisation**

The ICI is an independent law centre working to assist people from a migrant background, improving and protecting their rights.

The support we will provide

Under the project, we, in collaboration with another law firm will, help ICI service users who are experiencing domestic abuse to apply for a change in their status so that their right to reside in Ireland is independent of that of their abuser.



FLAC **About the organisation**

FLAC is an independent legal, equality and human rights organisation which exists to promote equal access to justice. McCann FitzGerald has supported FLAC's work for over 20 years.

The support we provide

FLAC operates a telephone information and referral line providing free legal information to citizens who encounter difficulty accessing legal services. A significant proportion of the calls to this line concern employment queries from people who may not have the means to engage a lawyer to vindicate their employment law rights. We host a monthly employment law clinic with almost 90 volunteer solicitors and trainees taking part.

Community projects we support

We contribute funding, knowledge, skills and time to support local organisations that share our vision of creating a positive impact.

We are dedicated to making a real impact through partnerships that align with our values.

We support projects across three key pillars:

- 1. Climate:** We support environmental efforts to combat climate change.
- 2. Culture:** We promote diversity in law, opening doors to a fairer legal profession.
- 3. Community:** We support the areas we operate in by providing free legal aid and investing in education and community projects.

Community committee



Brendan Slattery
Partner



Una Ryder
Director of Marketing and
Business Development



Megan Hooper
Partner



Ellen Murray
Business Development
Manager



Sarah Begley
Director of HR &
People Development



The Shona Project

Aligning with our community and gender action plan strategy, our partnership with the Shona Project empowers young girls to become resilient and confident leaders.

- Funded free workshops across five DEIS schools, benefiting 543 young people in the 2023 / 2024 academic year.
- Hosted the 2024 Young Leaders Summit at our Riverside 1 office, where 60 students, from 31 schools across the country, gathered to learn and grow.
- Celebrated International Women's Day with a panel discussion including Tammy Darcy (Shona Project founder) and Sonya Lennon.
- Launched an internal call for employees to nominate girls for a Shona workshop on self-advocacy and making a positive impact.
- Provided pro bono legal advice to the Shona Project.
- Acted as founding supporters of the Shona Project's new mentorship programme, connecting senior-cycle girls with women in the workforce for guidance and career inspiration.

Over 540 DEIS school students have participated in free workshops.



Global Action Plan

Through our Global Action Plan partnership, we support climate education initiatives that promote environmental awareness. They deliver programmes for community groups, schools and businesses, in areas ranging from environmental education and climate action to global citizenship, the Sustainable Development Goals and community transformation.

- Our support funds 25 free workshops for inner-city DEIS schools (725 students) and a wider national educational outreach programme (2,775 students).
- It also funds the Global Action Plan schools programme, approx. 75 workshops, reaching 30–50 schools.





The Breakthrough Project Ringsend College

We back this after-school scholarship for students in Ringsend, supporting them through the Leaving Cert, university, and all the way into their professional careers.

- This scholarship programme benefits five students from lower socio-economic backgrounds to help them progress to third-level education.
- We hosted a workshop introducing students to the day in the life of a solicitor. A number of these students also completed our week-long TV programme.



The Dublin Docklands Forum

As a corporate partner, we co-sponsored the Dublin Docklands Volunteer Week in May 2024, offering opportunities for our team to participate in the fitness trail, Docklands heritage boat tour, and community volunteer clean-ups.



Basis.point

We support basis.point, an organisation funding educational programmes that improve outcomes for children living in disadvantaged circumstances.



Ireland Funds

We sponsor the Ireland Funds London City lunch, which is one of their flagship events and a key part of the organisation's annual fundraising efforts. We were delighted to support this worthwhile event which this year was in aid of education initiative No Mind Left Behind.



Through both financial and volunteering support, we are committed to continuing our efforts to make a positive impact in our community.



University partnerships

We partner with universities to support Access students with scholarship bursaries. These programmes aim to open doors to third-level education and professional experience for under-represented students.

- **DCU Access to the workplace** We support Access scholarships at DCU and support the Access to the Workplace programme, providing a paid summer internship to a second-year Access student.
- **Trinity Access Programme (TAP)** TAP works in partnership with communities and businesses to widen the access and participation of under-represented students at Third Level. We specifically back TAP's "Pathways to Law" programme, which supports second-level students from disadvantaged backgrounds in studying Law at Trinity College. We offer volunteers to serve as buddies for TAP applicants and use our expertise to provide mentorship.
- **Chair in Corporate Law – Trinity College** We have supported the McCann FitzGerald Chair in Corporate Law at Trinity College Dublin for the last 8 years. Professor Blanaid Clarke lectures on Corporate Governance in the EU, Contract Law, Company Law, Responsible Business, Ethics and ESG. She is the Convenor of the School's Corporate Law, Governance and Capital Markets Research Group and Director of the LLM Programmes in the Law School. Her research interests include governance (corporate governance, fund governance and central bank governance); ethics; financial services law; securities law; and takeover law and she has published extensively in these areas.



We partner with universities to support Access students with scholarship bursaries.



Employee fundraising

Our people have shown incredible dedication and compassion through their fundraising efforts, demonstrating our collective commitment to making a positive impact in the communities we serve. In addition to the firm's donations, our people have raised over €50,000 for charity, supporting those in need across Ireland and beyond.

Our people fundraised over €50,000 for charities in the last 12 months.



Capuchin Centre

A day centre for homeless people in Dublin 8. This charity was the beneficiary of our colleague's choice Christmas donation in 2023.



Hope Foundation

Supports children living on the streets in Calcutta. We fundraise for this charity by taking part in the annual Calcutta Run, most recently in May 2024.



Children's Health Foundation

Our annual charity quiz night in April helped support this worthy cause.





Movember

Several colleagues took part in Movember to promote men's mental health.



Aware

The national organisation provides free mental health support services. We participated in the Aware 5k Liffey Loop to support mental health.



Focus Ireland

Shine a Light, which supports homeless people all over Ireland. A team of our colleagues slept out against homelessness.



Women's Aid Ireland

We participated in Stand Strong, a social media-led fundraising campaign, we raised funds and awareness to show solidarity for the 1 in 4 women in Ireland affected by domestic abuse.



Governance

Governance structure
and responsible business

Risk management

Ethical conduct, compliance, and policies

Transparency and reporting

Governance structure and responsible business

Our governance structure fuels our strategy. With a sharp focus on risk management and compliance, we don't just meet industry standards but aim to continuously improve, track, and record our progress.

Transparency, accountability, and integrity are core to all our operations. Our leadership is grounded in a clear framework, with our Chair and Managing Partner guiding the firm's strategic direction, decision-making and external representation.

In addition, a network of leadership committees provides strategic leadership and governance for the firm.

The Responsible Business Committee, led by our Managing Partner and partners from various practice areas, is dedicated to shaping, monitoring and reporting on our responsible business initiatives. This collaborative approach ensures that responsible business is woven into our firm's DNA.



We prioritise compliance, not just to meet industry standards, but to set new benchmarks.





Risk management

Risk management is not just our duty to clients—it starts within our own firm. We are all responsible for identifying, managing, and mitigating risks to safeguard our operations and uphold our commitment to excellence.

Our Risk Committee plays a central role in developing and overseeing comprehensive protocols and procedures to address potential risks across all areas of our firm. This structured approach ensures that we set the benchmark for responsible, proactive risk management.



It is essential that we not only identify legal risks for our clients but recognise and manage the risks within our own firm.

Ethical conduct, compliance, and policies

Our HR policies set out standards and behaviours expected of all employees. All employees undergo regular training to ensure they understand and adhere to these standards.

We have a comprehensive compliance programme in place to ensure adherence to legal and regulatory requirements. This programme includes regular audits, risk assessments, and a whistleblower policy to encourage reporting of any unethical behaviour.

Whistleblowing policy

Our whistleblowing policy is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include criminal activity, dangers to health and safety, damage to the environment, breach of our internal policies and procedures, or failure to comply with any legal, professional, or regulatory obligation.



Integrity is not just a policy, but a core value that shapes our actions and decisions every day.



Lobbying

The key purpose of the Lobbying Act 2015 is to publicly identify those communicating with designated public officials (DPOs) on specific policy or legislative matters or decisions connected with the award of public funds.

Anti-bribery and anti-corruption policy

We are committed to acting ethically, conducting our business with integrity and following all applicable laws and regulations. We have adopted an anti-bribery and anti-corruption policy which prohibits all members of the firm, including partners, employees and contractors, from offering, promising, giving or paying a bribe in any form to business contacts or government officials for the purpose of obtaining or retaining business or for any other improper purpose.

Anti-slavery

We are committed to preventing modern slavery and human trafficking in our business and our supply chain.

Information security

Our information security policy provides a framework to protect the confidentiality, integrity and availability of the firm's information assets from unauthorised access, threats, damage or loss while complying with relevant statutory, regulatory, and contractual obligations across the firm's geographic locations.

Sustainable procurement

Our procurement policies prioritise suppliers who demonstrate a commitment to sustainable practices. We seek to work with partners who share our values and contribute to our sustainability goals.

We are committed to preventing modern slavery and human trafficking in our business and our supply chain.

Transparency and reporting

Our commitment to being a responsible business is reflected in every aspect of our operations – from the way we govern ourselves to the way we interact with our clients and communities. We lead by example, driving progress with transparency and upholding the highest standards at every level.

Sustainability reporting

We are committed to transparency in our sustainability efforts. We commit to publishing an annual sustainability report that details our progress, challenges, and future goals. This report is available to all stakeholders, including clients, employees, and the public.

Stakeholder engagement

We actively engage with our stakeholders to understand their concerns and expectations regarding our sustainability practices. This engagement helps us refine our strategies and ensures that we remain accountable to those we serve.



We believe that by integrating responsible practices into our core business strategy, we can contribute to a more just and sustainable future for all.



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This document is for general guidance only and should not be regarded as a substitute for professional advice.

Such advice should always be taken before acting on any of the matters discussed.

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