

McCANN FITZGERALD

Responsible Business Report

December 2025

Go Further



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Foreword

Climate change and broader sustainability challenges continue to demand profound transformation.

The imperative to act with purpose is as clear in 2025 as it has ever been, and we remain steadfast in delivering tangible, measurable impact. At McCann FitzGerald, we recognise our responsibility to lead by example, and to embed responsible business into every facet of how we operate and advise.

We continue to align our strategy with the UN Sustainable Development Goals and to uphold the principles of the UN Global Compact.

The legal and regulatory landscape for sustainability is evolving rapidly. Our multidisciplinary ESG Legal Advisory practice helps clients navigate complex requirements on sustainable finance, reporting, corporate governance, environmental and planning law, competition issues, and workplace obligations.

Our culture underpins our progress. We achieved silver accreditation from the Irish Centre for Diversity and are resolute in our commitment to DE&I and to progressing further.

Our commitment to the community is equally central to who we are. Over the past year, we expanded our pro bono programme, doubling our reported hours, and strengthened partnerships that improve access to justice and support those most in need.

This report sets out our actions, outcomes, and priorities for the year ahead. We are encouraged by what we have achieved, but our ambition is to go further and faster. With clear targets, strong governance, and a culture of accountability, we will continue to build a responsible business that supports our clients, our people, and our communities—contributing to a more sustainable, inclusive, and resilient future.



The legal and regulatory landscape for sustainability is evolving rapidly.



Stephen Holst
Managing Partner



Mark White
Partner and Chair



Sabina Cotter
Director of Responsible Business

At a glance

Reporting period 1 December 2024 to 30 November 2025 highlights

ESG LEGAL ADVISORY

UCC

Second year of our Partnership with UCC delivering an ESG in Law module to 42 law students.

COMMUNITY

100%

increase in pro bono hours in the last 12 months compared to the previous year. (Pro Bono Pledge Report September 2025).

Expanded our pro bono partnerships to include the **Kids in Need of Defence (KIND) Project**.

€70,000

fundraised by our people over the last 12 months for **Focus Ireland, St. Francis Hospice, Hope Foundation, Dublin Simon Community, Children’s Health Foundation, Aware, Women’s Aid, Movember, Down Syndrome Centre, Barretstown, ARC Cancer Support Centres and National Breast Cancer Research Institute.**

17

Philanthropically supported charities and community projects.

CULTURE

Achieved **Silver Investors in Diversity Mark**, Irish Centre for Diversity.

36%

of our Partners are female.

36%

of our Of Counsel are women.

100%

of our Executive Committee that leads business services within the firm is now female.

43%

of Partner promotions and hires in 2025 were women.

82

employees have availed of family leave (**63% female** and **37% male**).

Traditionally underrepresented groups made up:

10%

minimum of all our interviewees for internships.

12%

of our summer 2025 interns.

11%

of our traineeship offers at the end of our summer internship.

80+

employees volunteer for committees (**DE&I, Wellbeing, Community, Sports & Social, Climate**).

CLIMATE

75%

Using 2018 as baseline data, in 2024 we reduced our Scope 1 & 2 emissions by 75% in 2024.

100%

reduction in Scope 2 emissions due to the switch to a green electricity plan.

Achieved **Silver Smarter Travel Mark**, National Transport Authority.

GOVERNANCE

Reported progress through our first UN Global Compact Communication on Progress and Women in Finance Charter report.

4 | MCCANN FITZGERALD LLP

Materiality assessment

In May 2023, guided by concepts taken from the 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

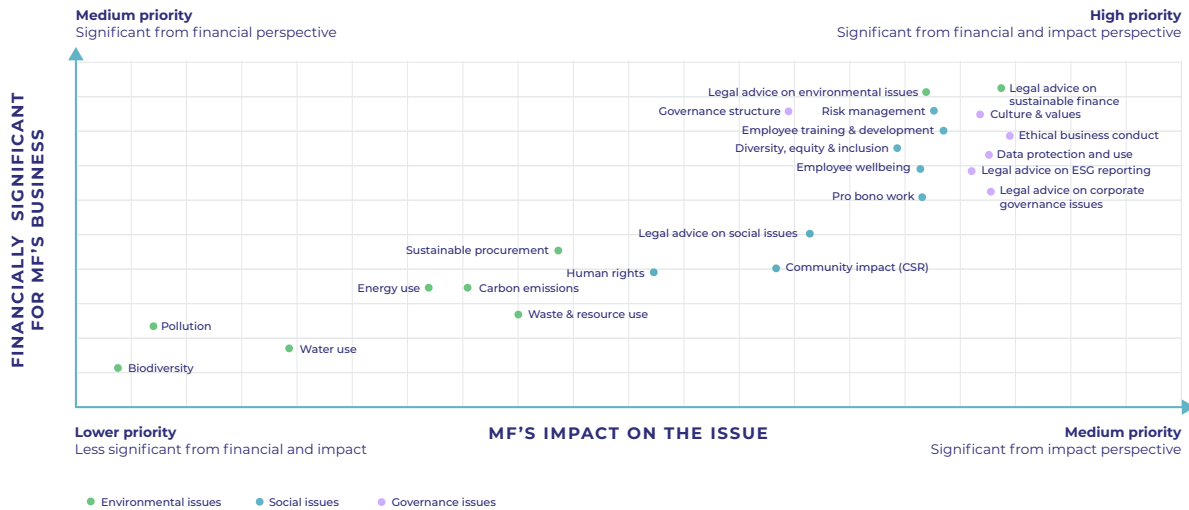
We ensure a supportive and welcoming workspace, focusing on key issues around wellbeing, diversity, equity, and inclusion.



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
Director 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 team





ESG legal advisory

Regulations around environmental, social, and governance (ESG) issues have continued to evolve rapidly over the past year, reflecting the growing global urgency to address sustainability and ethical business practices. Navigating this complex and dynamic regulatory landscape requires expert insight and forward-thinking guidance.

We are committed to being a trusted advisor in ESG matters, helping our clients understand and comply with emerging regulations while integrating sustainability into their core strategies. Through our ESG Legal Advisory services, we support clients in building sustainable, future-proof businesses that contribute positively to society and the environment.

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 continually evolve, 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:



1 Built Environment:
We advise and support clients setting and achieving leading global sustainability standards for their real estate, infrastructure projects and portfolios and in ensuring that their construction and development contracts, leases and other legal agreements reflect regulatory requirements and client objectives.



2 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.



4 Sustainability Reporting and Corporate Governance:
We help clients navigate the EU Taxonomy Regulation, CSRD, the Sustainable Finance Disclosure Regulation and other sustainability disclosure requirements and advise them on integrating sustainability issues into governance frameworks, strategy, risk, and compliance.



3 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.



5 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.



6 ESG Risk Management:
We advise on 'greenwashing' risks and ESG-related disputes.



7 Sustainable Workplace:
We advise clients on ESG commitments, including DE&I, health and safety, and gender pay transparency.



8 Competition:
We advise on the interplay between ESG factors and competition rules and the role of ESG considerations in merger control.

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

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.



Given the geopolitical drivers, the imperative has shifted from planning the transition to delivering it. Companies that act early are best positioned to survive and thrive.

Valerie Lawlor

Partner and Head of Energy Group

Some of our client highlights include:



Built Environment

- Advised Greencoat Renewables on the acquisition of South Meath Solar Farm from Statkraft and on its strategic Framework Agreement with FuturEnergy Ireland.
- Advising Ballymore in relation to the redevelopment of a part of St James Gate Brewery in co-operation with Diageo. In this generational project sustainability is a key driver in the preservation of certain existing historic buildings and the development of complimentary sustainable new buildings to create a destination residential and commercial district sympathetic to the history of the site.
- Advising Marlet in the development and letting to Workday of the iconic College Square being one of the most sustainable buildings in Ireland, having achieved LEED Platinum Certification and targeting WiredScore Platinum and A3 BER ratings. The developments was refinanced with Standard Chartered and the loan qualifies as a Green Loan under the Green Loan Principles.
- Advising Hammerson Plc in relation to a major regeneration project on Dublin's O'Connell Street, (which will ultimately feature a new MetroLink station to be constructed by TII), requiring preservation of a number of key historic buildings and which creation of new public realm space, with sustainability considerations driving both design and construction methodology.



Asset Management and Funds

- Advised Gore Street Energy Storage Fund on option, acquisition and financing structures for its majority and minority stakes in Irish BESS assets.
- Advising some of the largest asset managers and pension consultants in the world in relation to all aspects of their respective compliance projects associated with SFDR and the Taxonomy Regulation.
- Advised on the launch of multiple funds by assisting our clients with the establishment and authorisation of 'Article 8+' and 'Article 9' funds, and with building their respective 'sustainable investment' assessment frameworks.



Energy and Offshore Renewables

- Advised Equitix GP 7 Limited (acting in its capacity as general partner of Equitix Fund VII LP) and Baltic Cable Aktiebolag on the successful acquisition of the Greenlink Interconnector, a 504 MW subsea energy interconnector between Ireland and Great Britain, from Swiss-based global private equity firm, Partners Group.
- Advised PSE Kinsale Energy on the decommissioning of the Kinsale Head Gas Fields in compliance with environmental and safety standards.
- Advised Greencoat Renewables on the acquisition of South Meath Solar Farm from Statkraft and on its strategic Framework Agreement with FuturEnergy Ireland.
- Advised Bord Na Móna on the launch of Timahoe North Solar Farm, their first solar project developed in partnership with ESB.
- Advising Gas Networks Ireland on biomethane injection facilities and the transition of its network from fossil gas to renewable gas.
- Advising Bord na Móna on their Oweninny Phase 3 wind farm project in respect of consent and RESS applications.
- Advising Obton on their Hawkinstown solar energy project, one of the largest solar energy farms granted consent in 2024.
- Advising CarbonAMS on their entry into a long-term biomethane offtake agreement with Alexion, AstraZeneca Rare Disease and the investment by Sustainable Development Capital LLP (SDCL).



Sustainable Finance and Reporting

- Advised ESB on its new €2.4 billion sustainability-linked revolving credit facility, provided by 15 international banks and supporting ESB's Net Zero by 2040 strategy.
- Acted as lead counsel to HSBC in respect of green loan facilities advanced for the construction of the first Irish hotel of citizenM, a Dutch headquartered operator of over 30 hotels across the UK, North America, Europe and Asia.
- Advising a number of Irish corporates on matters relating to Ireland's transposition of the Corporate Sustainability Reporting Directive.



Development Projects

- Advised Gore Street Energy Fund Plc, London's first listed energy storage fund on the development of its Battery Energy Storage System Projects.
- Acted as Greencells GmbH lead Irish Counsel in negotiating its turnkey EPC contracts with Amarengo Solar Ireland Ltd in respect of eight separate 4.95 MW solar farm projects in Ireland.
- Advising Córas Iompair Éireann (CIÉ) on DART+ project to upgrade and expand the existing commuter rail network in the Greater Dublin Area from 50km to 150km in length, enhancing capacity, reliability, and sustainability.
- Advising TII in relation to all aspects of this multi-million-euro development, including Environmental Impact Assessment and Appropriate Assessment, and the compulsory acquisition of lands under a Railway Order.
- Advising Uisce Éireann across a range of projects, including defence of a number of judicial review challenges to Uisce Éireann wastewater projects in Portmarnock and Kilkee, support on the first abstraction licence applications to be made in Ireland and regulatory support on a number of trade effluent licensing issues.
- Advising Statkraft/ CIP on the development of the North Irish Sea Array (NISA) wind farm as it seeks consent for one of the first offshore wind farms in Ireland.



Transport

- Advising TII on the introduction on the proposed extension of the Luas Green Line in Dublin.
- Acting for Touax in connection with a €50m green loan from the European Investment Bank which will enable Touax to increase its fleet of freight rail cars and further support the Touax Sustainable Transportation project.
- Advising TII in relation to the State's rollout of projects in connection with the implementation of the Alternative Fuels Infrastructure Regulation ("AFIR"). AFIR forms part of the European Union's 'Fit for 55' package, which aims to reduce the bloc's net greenhouse emissions by at least 55% by 2030.
- Advising Irish Rail in relation to reclamation works, pier and development works for an offshore renewable energy hub to service the offshore wind development industry at Rosslare Harbour.
- Advising National Transport Authority on Busconnects. This transformative intervention in the Dublin transport network involving 230km of bus priority lanes and 200km of cycle routes.
- Advising Dublin City Council on the pioneering Dublin District Heating Project, which aims to utilise heat byproduct from the Dublin Waste to Energy Plant to supply heat and hot water to homes and businesses.



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.



Gender Pay Transparency

- Advised clients on the implementation of the Pay Transparency Directive including advice on pay structures to analyse whether these objectively define work of equal value and whether they disclose unjustified pay gaps.
- Worked with clients to develop a comprehensive compliance plan in respect of the Pay Transparency Directive, which included advising on remediation measures where any pay differentials are found to be incapable of objective justification.

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)

In its second year, our strategic partnership with UCC continues to deepen our shared commitment to embedding ESG considerations within legal education. Building on the successful delivery of the course in the last academic year, we continue to work with UCC's School of Law to design and deliver an innovative, practice-oriented module entitled 'ESG in Law: Business, Policy and Practice'. Since September, Partners Éamon Ó Cuív, Ciara Ryan, Brendan Slattery, Brendan Murphy, Laura Treacy and Stephen Ryan led seminars that 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. The second year of the programme has seen great interest from students with numbers increasing from 23 in year one to 42 students in year two.



In May, we attended the annual Scholarship and Prizes Ceremony, at which we awarded the McCann FitzGerald Contract Law Bursary and presented the Prize for the best-performing student in ESG and Businesses: Law, Policy and Practice course. These awards recognise academic excellence, promote thought leadership in responsible business, and underscore our determination to nurture the next generation of lawyers who will champion sustainability across the profession.

Presentations on Sustainable Finance and Sustainability Reporting

Éamon Ó Cuív has participated in several prominent panels on sustainability, ESG, and green finance, including, in May 2025, when he moderated the Irish Association of Corporate Treasurers breakfast seminar “Sustainable Capital Markets in flux – where are we now?”.

Environmental Law Lectures and Workshops

Sinéad Martyn regularly lectures and provides workshops on Environmental Impact Assessment (EIA) and Habitats issues. She has delivered these educational sessions to prestigious institutions such as the Law Society of Ireland and Trinity College Dublin. She is the former Chairperson of the Irish Environmental Law Association and organises regular meetings on environmental law, ecological and planning issues and this creates a space for networking and discussion amongst professionals working in this area.

SFDR Workshops with the Central Bank of Ireland

Morgan Dunne is an active member of the Irish Funds ESG Policy Working Group and was selected to represent the funds industry at a half-day workshop with the Central Bank to discuss the practical implementation of SFDR in Ireland, with a view to enhancing the quality of SFDR-related disclosures in Irish fund documentation.

Panel Discussions

Mary Brassil led a panel discussion on the Pay Transparency Directive and Information and Consultation at the 2025 IRN conference and delivered joint seminars with Grant Thornton and Willis Towers Watson on gender pay gap reporting and pay transparency.

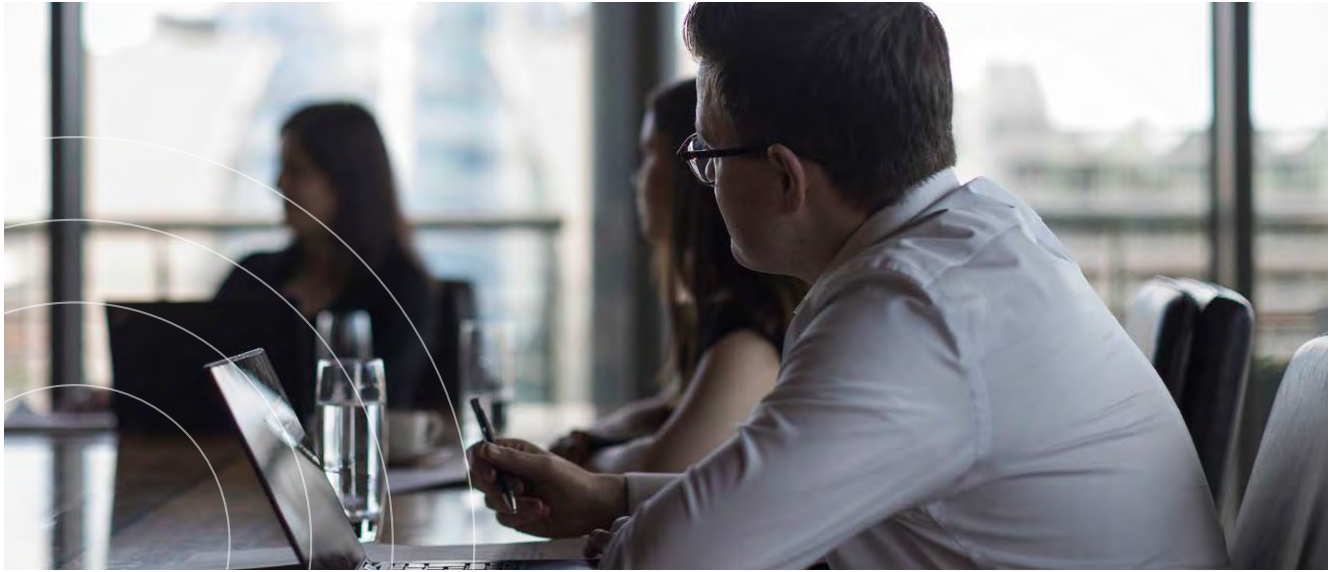
Edel Corry led a panel discussion on ‘Resilient Energy Transition – Transformation and Challenges’ at the CIGRE Ireland Women in Energy 2025 Annual Event. She contributed her insights and legal perspective on the opportunities and challenges presented by the ongoing energy transition, highlighting key considerations for achieving a resilient and sustainable transformation.

International Comparative Legal Guide - ESG Law 2025

Éamon Ó Cuív is the author of the Irish chapter of the ICLG’s Environmental, Social and Governance Law and has written numerous articles for financial services publications such as Finance Dublin. He has also written numerous client briefings which are published on global intelligence platforms such as Lexology.



**We believe in
empowering the next
generation of legal
leaders.**



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 current legal developments, frequently involving ESG issues, ensures our team remains at the forefront of industry trends, delivering the impact that matters most to our clients.



Emma Crowley
Director of Legal and
Professional Development

Thursday Lecture Series

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 key legal developments including critical ESG topics.

Recent lectures have included:

- **Long Live ESG:** The Environmental Regulation of Companies, delivered by Brendan Slattery, Partner
- **Regulating the Energy Performance of Buildings:** What's Changing and Why it Matters, delivered by Martina Firbank, Of Counsel
- **ESG Update:** Delivered by Éamon Ó Cuív, Partner
- **What was all the fuss about?** The Planning and Development Act 2024 delivered by Sinéad Martyn, Partner

- **Power of Property:** Real Estate Considerations in Energy Infrastructure Projects delivered by Edel Corry, Partner
- **The Iberian Peninsula Unplugged:** When the Grid took a Siesta: Understanding the causes, impacts and lessons of the blackout delivered by Valerie Lawlor, Partner
- **Green Power, Red Tape:** Can Ireland deliver on its renewable promises delivered by Sam McMahon, Associate.

These sessions provide a platform for thought leadership, provoke critical discussion, and equip our people with the insight needed to navigate the rapidly evolving ESG landscape.

Trainee Workshops

Specifically designed for our cohort of over 100 trainees, these workshops are led by Partners and senior associates. The programme includes essential foundational knowledge and up-to-date insights on ESG.

Trainee Lectures

Prior to qualification, trainees prepare a lecture (and paper) on current legal developments in an area they have trained in and deliver it to all other trainees, as well as to the Learning and Development team, the Knowledge team, and their Partner(s). Several of the lectures have explored ESG topics.

Recent lectures have included:

- Injustice Incorporated: Regulating the Human Rights Abuses of Multinational Corporations
- The Renewable Energy Landscape (Home and Away)
- Fast Fashion, Slow IPO – The Impact of ESG on Shein's IPO
- Greener Skies Ahead – Sustainability Challenges in the Aviation Industry

Away Days and Panel Discussions

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



We strive to continuously learn to drive real-world impact.

Our ESG team



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Climate

Our carbon emissions

Environmental initiatives

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



13 CLIMATE
ACTION



Climate

We are committed to running our business responsibly and reducing our environmental impact. Our focus remains on decarbonising our operations, engaging our people, and working with suppliers to support the transition to a lower-carbon economy.

How we report

Each year, we assess our greenhouse gas (GHG) emissions across all business areas and engage an external consultant to perform an independent audit of our Scope 1, 2 and 3 emissions. We report market based Scope 2 emissions and continue to refine our data and methodologies to improve accuracy and coverage across our value chain.

We remain committed to ambitious, science-aligned decarbonisation and to ultimately setting SBTi targets. However, the timeline for setting SBTi targets has been extended pending the outcome of a review of the Science Based Targets initiative (SBTi) Corporate Net -Zero Standard, which is currently ongoing.

This is a considered step to ensure our targets and implementation plan are fully aligned with the updated methodology once finalised. In parallel, we continue to advance our environmental efforts by reviewing policies, adapting processes and promoting climate awareness.



We are dedicated to running our business responsibly and reducing our environmental impact.



Our carbon emissions

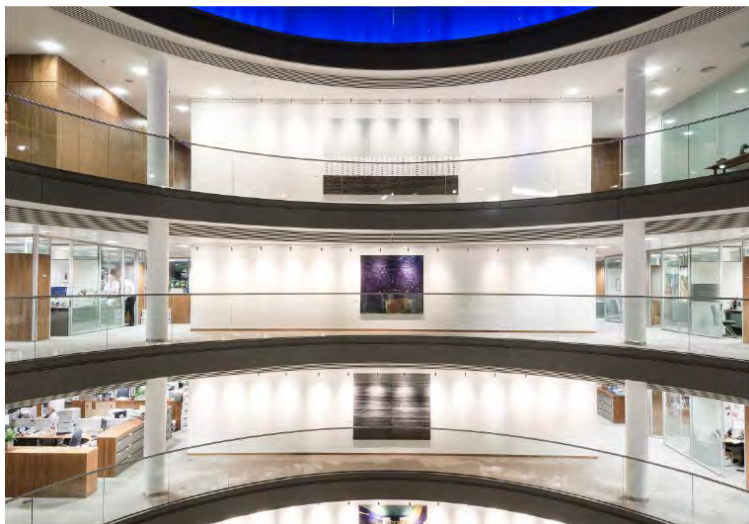
We are making tangible progress on our decarbonisation journey – implementing effective measures to reduce greenhouse gas (GHG) emissions across our operations and supply chain, where possible.

Key Findings from our 2024 Carbon Emissions Report

- To align with SBTi, we broadened our Scope 3 emissions in 2022 to encompass employee commuting, catering, stationery, IT, consultancy services and office supplies.
- Using 2018 as baseline data, we reduced our Scope 1 and 2 emissions by 75% in 2024.
- In 2024 our total emissions have increased 13% compared to 2023.
- We reduced our Scope 2 emissions by 100% due to the switch to a renewable electricity plan.
- Our decarbonisation strategy prioritises areas such as gas usage, air travel, employee commuting and waste management.
- Our carbon emissions data is calculated on an absolute basis and therefore does not adjust for our business growth over the period. On an intensity basis, however, our emissions per person have declined materially since our 2018 baseline, falling from 2.70 tCO₂e per person in 2018 to 1.31 tCO₂e per person in 2024.



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

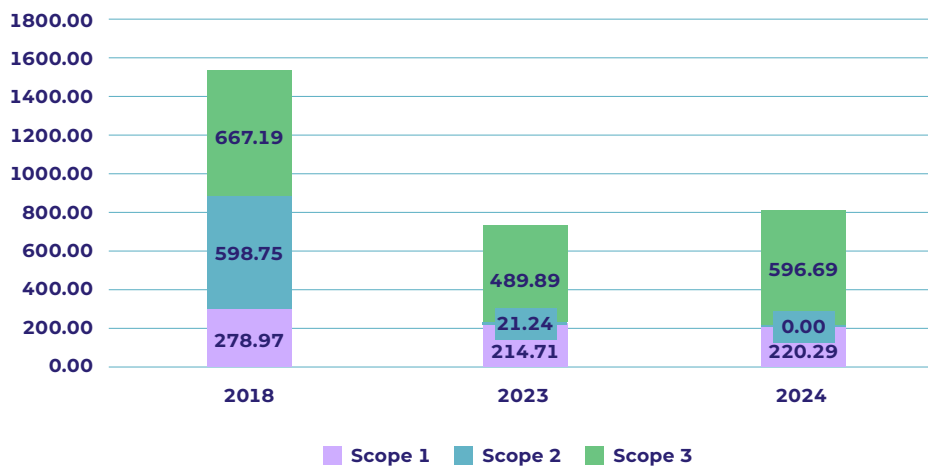


Our Progress so far

The main components of our carbon footprint are as follows:

- Scope 1 – Fuel Combustion and Fugitive Emissions
- Scope 2 – Purchased electricity
- Scope 3 – Business Travel, Employee Commuting, Waste, Purchased goods and services and other items

Total GHG Emissions (tCO₂e)



*This Carbon Footprint Assessment is in compliance with the ISO 14064-01:2018 Standards for the quantification and reporting of GHG emissions and removals, and with the GHG Protocol Corporate Standards by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).



Environmental initiatives

Led by our climate Partners and business services team, we strive to embed sustainability into our day-to-day operations. By embedding sustainability into the way we work, we're actively contributing to climate action and driving long-term change.

They include:

- **100% Renewable Electricity:** Since February 2023, our Riverside One office has been powered entirely by renewable electricity.
- **Energy Consumption Reduction:** In 2024, we achieved a 4.4% reduction in energy consumption compared to 2023, thanks in part to our upgrade to energy-efficient LED lighting throughout our office and continuation with retrofitting any remaining lights to LED.
- **Climate Committee:** We established a dedicated Climate Committee to move our sustainability strategy forward.
- **Carbon-Neutral Paper:** We continue to use a carbon-neutral paper provider, certified by FSC® and EU Ecolabel, ensuring responsible sourcing and environmental stewardship. Reduced paper usage by 30%.
- **Business Travel Review:** Reviewing the adoption of a central online booking system to improve management of our booking processes and enhance our data on travel related emissions.
- **Sustainable Procurement:** We continue to embed sustainability into our procurement practices, ensuring our purchasing decisions support environmental and ethical responsibility.



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





- **Sustainable Commuting:** We encourage sustainable commuting through bike-to-work schemes, bike and scooter chargers, EV Chargers in our basement carpark and dedicated cycle promotion days.
- **Silver Smarter Travel Mark:** We have received the Silver Smarter Travel Mark from the National Transport Authority, recognising our commitment to promoting active and sustainable travel as part of our efforts to cut greenhouse gas emissions.
- **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%.
- **Positive Carbon 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 on Climate Change presented by Keith Lambkin, Head of Climate Services from Met Éireann inspiring our team to understand how weather patterns are changing in Ireland, what climate change really means for our future, and what we can do, both personally and professionally to stay informed and prepared.
- **Sustainable Cleaning:** We introduced a new cleaning product and associated equipment called Tersano in May 2024. We are refilling our cleaning bottles onsite rather than buying full bottles of cleaning solution.
- **Green Spaces and Biodiversity:** We installed new planting to our balcony to create a relaxing space for employees and support local biodiversity.



Shane Fahy
Partner



Éamon Ó Cuív
Partner



Alan Lynch
Procurement and
Facilities Manager

Culture

Our strategic purpose

Diversity, equity, and inclusion

Wellbeing

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



Our strategic purpose

At McCann FitzGerald, we are a group of committed and passionate people who together create the strength of our firm. We combine world-class legal thinking with a human approach, to create advantage and unlock potential for our clients.

We believe in the power of one - the might of our entire firm working collaboratively, and in partnership to solve complex problems, and deliver the best outcomes.

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.

Every cohort of new Partners and Directors receive training on the values of our firm, and how they can bring these values to life in their leadership roles.

Our Spotlight programme is a series of panel discussions that address topical issues as they arise in a psychologically safe forum where leaders and associates can share their perspectives and reinforce our values. The programme has covered themes such as unconscious bias, psychological safety, and empathic leadership.

As part of our ongoing commitment to internal communications and improved visibility as to what's going on across the Firm, we have been working to enhance our engagement with our colleagues. A key element of this engagement are our bi-annual townhalls, which help us share updates and stay connected.

We use a variety of internal communication channels to keep everyone informed and engaged with our initiatives. These include our dedicated platform, OnePlace where we share updates, events, and resources. We also utilise digital screens throughout the office to highlight key messages and promote activities.



Our values are the principles that influence our everyday actions. They shape our vision, culture and how we work as a team.

OUR VALUES

Ambition
Connectedness
Empowerment
Integrity
Excellence
Respect

Diversity, equity, and inclusion

We are committed to nurturing a collaborative and inclusive environment to empower our people to fulfil their ambitions and help them develop and grow.

Leading our Diversity, Equity, and Inclusion (DE&I) efforts are our DE&I Partners, Orlaith Sheehy, Megan Hooper, and Paul Lavery, and our Responsible Business and 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 commitment to DE&I continues to deepen. We received Silver accreditation from the Irish Centre of Diversity in December 2024 and are now striving for Gold. The DE&I educational awareness course launched last year is now part of our onboarding curriculum, ensuring new colleagues engage with core DE&I principles from day one. These initiatives highlight our determination to foster an environment where everyone feels respected, supported, and empowered to succeed.



We believe that a diverse and inclusive workplace not only reflects our values but also enhances our ability to serve clients, innovate, and grow as a team.



Our DE&I is led by:



Orlaith Sheehy
Partner



Paul Lavery
Partner



Megan Hooper
Partner

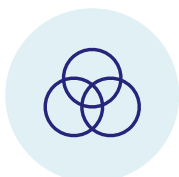


Sarah Begley
Director of HR &
People Development

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.

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 DIVERSITY**



1. Gender

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

How we are doing:



Women in Finance Charter

In 2024, we became a signatory to the Women in Finance Charter, underscoring our commitment to gender balance in leadership roles. Aiming for 40% female Partners by 2030, we continue to build momentum towards that target—36% of our current Partners are women, and 43% of our 2025 Partner promotions and hires were female.

Gender Pay Gap Report

Transparency matters, and our Gender Pay Gap Report reflects our work and keeps us focused on our objectives in creating a more equitable and inclusive workplace. [Gender Pay Gap Report 2025](#)

Membership of the 30% Club

Our involvement with 30% Club reinforces our commitment to gender diversity. We were active members in the 30% Club Professional Services research project in the last 12 months.



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





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. In 2025, 5 Senior Associates were matched with 5 Partners for this 12 month mentorship programme.

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. 24 employees including Partners participated in the maternity support programme in the last 12 months.

Policies

We have a suite of policies to support menopause, medical care and domestic violence leave, recognising the realities and needs of our people outside the workplace. In 2025, we added a gender identity and expression policy and introduced pronouns to our email signatures. We also updated our Dignity and Respect Policy. 82 employees (63% female, 37% male) have availed of family leave in the last 12 months.

Career Development

To support diverse career aspirations, we have alternative leadership paths such as Of Counsel and part-time partnership positions. Currently, 36% of our Of Counsel are women, demonstrating our commitment to providing flexible career advancement opportunities.

International Women's Day

- We welcomed a panel discussion with notable figures such as Olympian Sophie Becker, Yvonne Nolan of World Rugby and golfer Emma O'Driscoll on advancing gender equality in business, sport, and society.
- We hosted our annual International Women's Day client lunch, where guest speaker Dr Katriona O'Sullivan shared powerful insights and personal experiences, inspiring us all to support this year's theme: Accelerate Action.

Gender focused Charities

We have partnered with charities such as The Shona Project and Women's Aid to make a difference for girls and women in the wider community.

Sponsorship with the KPMG Women's Irish Open: Our sponsorship reflects our commitment to promoting gender equality and empowering women to excel in all areas of life, including sports.

International Men's Day

To mark International Men's Day, we took part in the Movember fundraiser and hosted a coffee morning to raise awareness and funds.



**36% of our
Partners are
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 doing:

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.



Embracing racial and ethnic diversity broadens our perspectives, drives more inclusive decision-making, and strengthens our ability to serve our people, clients, and communities with empathy and impact.





Black History Month

To celebrate Black History Month, we hosted a fireside chat with Melissa Bosch, DE&I Lead at EY Ireland and Paul Lavery, Partner, exploring intercultural competencies, allyship and creating safe places.

Diwali Celebrations

We celebrated the Festival of Lights with Bollywood dancing, henna artistry, Indian cuisine, and a vibrant cultural experience.

Anti-Racism and Personal Safety Briefing

Representatives from the Immigrant Council of Ireland and An Garda Síochána joined us to discuss: concrete steps we can take, individually and collectively, to combat racism; resources and supports available to anyone who experiences or witnesses discriminatory behaviour; and best-practice tips for staying safe while commuting to and from work.

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.

Cultural Intelligence (CQ) Master Class

Ritika Wadhwa delivered a masterclass themed on working effectively in culturally diverse situations.

We continuously scrutinise and refine our recruitment processes to eliminate structural and systemic biases.

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 doing:



OUTLaw Network

As a founding member of the OUTLaw Network, we are dedicated to promoting LGBTQ+ inclusion across Ireland's legal sector.

Pride celebrations

In June 2025, we marked Pride Month with a series of events celebrating LGBTQ+ inclusion and culture. Geffrye Parsons of The Inclusion Imperative joined us at Riverside One for an inspiring talk on allyship and the role we all play in fostering inclusion. We hosted the BRÓD Print Exhibition in collaboration with artist Rachael Ní Mheilbhín, alongside a coffee chat exploring the intersection of Pride and the Irish language. Our celebrations also featured Music Bingo with drag hosts Miss Roots and Miss Taken, a team effort at the Dublin Front Runners' 5k in support of ShoutOut and LGBT Ireland and supported OUTLaw's closing Pride Party.



We are creating a workplace where LGBTQ+ inclusion is integral to our culture, and each person's individuality and identity are celebrated.





The LGBTQIA+ Leadership Programme (LLP)

We are proud to continue our role as founding Partners of the LGBTQIA+ Leadership Programme — a pioneering, not-for-profit initiative designed to advance LGBTQIA+ leaders within the legal profession. In July 2025, three of our associates took part in the two-day development programme in London, joining a growing network of LGBTQIA+ legal professionals. Through leadership training and peer collaboration, the programme promotes inclusive leadership and strengthens representation across the sector.

Belong To

We sponsored the Belong To event in May 2025 to mark the 10th anniversary of the Marriage Equality referendum and to be allies of the LGBTQ+ community on this special day. 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. In 2025 two graduates from the programme were offered permanent contracts in the firm.

Disability in Law Network

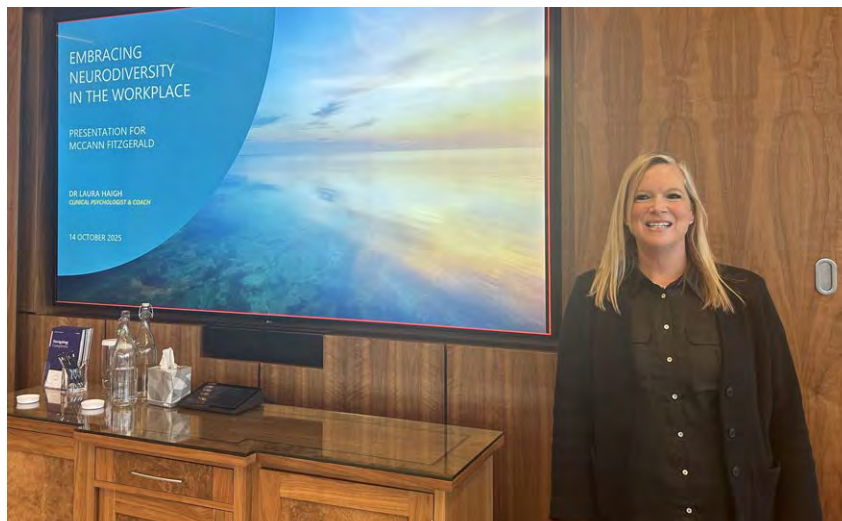
We are active members of this network, championing equal opportunities in the legal sector.

Workplace accommodations and adjustments

We are committed to and experienced in providing workplace accommodations and adjustments for our colleagues, clients, and visitors, and encourage current and future employees to discuss their own needs with us. We adapted bathroom doors to improve accessibility and also improved our car park access to be more accessible for colleagues and guests with disabilities.



Our aim is to break down barriers and create a legal profession where everyone can thrive, regardless of their ability or neurodiversity.



World Down Syndrome Day

As part of our celebration, we organised a putting competition at our office premises raising funds for the Down Syndrome Centre Ireland, which provides support to people with Down syndrome and their families across Ireland.

World Sight Day

We launched a spectacle recycling initiative where colleagues were encouraged to donate their old spectacles which were then passed on to the Lions Clubs, who ensure they are distributed to individuals in need across developing countries.

Neurodiversity in Law Webinar

We hosted a webinar with professionals from the legal industry in the UK, on understanding neurodiversity, supporting neurodivergent colleagues, and fostering an accessible workplace.

Leadership Training on Neurodiversity

A session was organised for Partners on embracing neurodiversity in the workplace, led by Dr. Laura Haigh, Clinical Psychologist and Coach. The training covered the concept of neurodiversity, challenges faced by neurodivergent individuals in the legal environment, and the business benefits of fostering inclusive workplaces.



MCCANN FITZGERALDGo Further

Neurodiversity in Law – Great Minds Don't Think Alike

12pm-1pm on 9 December

Daniel Lucey will moderate this webinar with three professionals from the legal industry in the UK, focusing on their lived experience of neurodiversity (ADHD, autism and as a parent of neurodivergent children) and what their organisations are doing to create an environment where everyone can thrive.

Daniel Lucey
Moderator

Madina Anjum Rashid
Director,
Financial Crime
Compliance at SEI

David Kidman
Partner,
Simmons &
Simmons

James Smither
Global Head of
Risk Management,
Freshfields

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:

Social Mobility Initiatives

We convened two client-facing events spotlighting social mobility: a special International Women's Day conversation at The Westbury featuring Dr. Katriona O'Sullivan and musician Gemma Dunleavy, and a client evening at the Gate Theatre for a performance of *Poor*.

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. 12% of our summer 2025 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 accommodation can be a barrier for students, we provide accommodation bursaries to make our summer internships accessible to all.



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



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.

North East Inner City (NEIC) TY Initiative

We work with Transition Year students at O'Connell Secondary school to deliver workshops on developing skills for applying for jobs and internships, including CV drafting, interview preparation and public speaking tips.



Wellbeing

We recognise that the wellbeing of our people is fundamental to our success as a responsible business. That's why we are committed to creating a working environment where our colleagues can thrive both professionally and personally.

Our commitment to employee wellbeing is embedded in every aspect of our workplace. Guided by our MF Wellbeing Strategy and overseen by our dedicated Wellbeing Committee, we have fostered a culture that actively supports each person's social, physical, mental, and financial health.

Rather than relying on one-off initiatives, we have integrated wellbeing into our core operational policies and daily working practices. As part of our strategy, we continue to invest in programmes and initiatives that promote a healthy workplace culture, reduce the stigma around mental health, and encourage open conversations at every level of the firm.

We collaborate with external experts such as Leading Minds, the Law Society, and workplace wellbeing specialists to shape our approach and ensure it reflects best practices. In addition, we also partnered with our clients and the General Counsel Wellbeing (GCW) Network.



Employee involvement sits at the core of our Wellbeing Strategy.



Our wellbeing committee



Gary McSharry
Partner



Bébhinn Bollard
Partner



Morgan Dunne
Partner



Ruairi Stewart
Partner



Emma Crowley
Director of Legal and
Professional Development



Sarah Begley
Director of HR &
People Development



Sabina Cotter
Director of Responsible
Business



Amy Cummins
Business Services
Coordinator



Joanne Hayes
Learning &
Development Manager



Our approach to wellbeing

To help shape and inform our strategy, we conducted a series of wellbeing focus groups facilitated by a workplace wellbeing consultant. These sessions provided valuable insights into how our people perceive and engage with wellbeing at the firm, and highlighted opportunities to enhance awareness, participation, and impact of our wellbeing initiatives. The outcome of these discussions shaped a firmwide Wellbeing Strategy which has five pillars.



By involving employees at every stage, we create a shared responsibility and enthusiasm for promoting a thriving, supportive work environment that benefits everyone.

The five pillars of our Wellbeing Strategy



1 Leadership: Ensuring that people in leadership positions encourage participation in wellbeing initiatives, have regular informal check ins with team members and are equipped to signpost their team members to additional supports as needed.



3 Mental Wellbeing: Addressing mental health is crucial in a high-performance environment. We invite external speakers to deliver mental health awareness sessions. This year Richie Sadlier joined us to speak about mental health and high performance. Additionally, 11 colleagues in the firm are currently trained as mental health first aiders.



5 Physical Wellbeing: Throughout the year, we participate in fitness and team-building events such as the Calcutta Run, Dublin Mountain Challenge, SiSu Health Station from Vhi, Fitness Class Passes, Pride Runs, Tag Rugby, Summer events including tennis and golf, soccer, walks, runs and sea swims. We invite colleagues to make suggestions on initiatives that they are interested in promoting and participating.



3 Social Wellbeing: Promoting social events, team-building activities, and creating an inclusive environment where all employees feel valued and connected. Social wellbeing also includes the support of positive interactions and relationships among colleagues. Our social committee deliver an active calendar of activity ranging from Seachtaine na Gaeilge Irish Speaking events, a choir, book clubs, games night including bowling and darts and summer and Christmas parties.



4 Financial Wellbeing: We host an annual Financial Services Fair, featuring representatives from AIB, MABS, Bank of Ireland, Permanent TSB, EBS, and Financial WellBeanz. This event offers employees the opportunity to engage directly with financial experts on a range of topics, including mortgage applications, budgeting, tax refunds, and other personal finance matters. We also provide sessions to provide advice on pensions and retirement plans.

Some of the other wellbeing initiatives include:

Our Employee Assistance Programme (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.

Healthy Food Offering

We are proud to partner with Gather & Gather, a catering provider committed to sustainability and wellbeing. As part of their ongoing mission to deliver healthy, sustainable food, they have implemented a positive carbon food waste reduction system in our main kitchen. In addition to providing healthy food, Gather & Gather did a talk about food and its effects-how food affects our mood, energy levels, sleep quality, brain function, gut health, mental health, and hormonal balance. We also ensure that complimentary fruit is available daily.



Art and Craft Classes

We hosted a series of art workshops throughout October, including painting and tufting sessions led by Catherine King and Asha Murray. These workshops offered a chance to relax, get creative, and connect with other colleagues in a fun and supportive setting. As part of our sponsorship of the RHA Annual Exhibition we invited colleagues to take part in a private tour and life drawing classes.

Client Wellbeing

We hosted a client workshop with Dr. Stephen McGregor founder of the GC Wellbeing network and explored topics such as wellbeing and sustaining performance.

Wellbeing Ambassadors

We have appointed 10 Wellbeing Ambassadors that work with the Wellbeing Committee and play a key role in promoting health and wellbeing initiatives in our firm. They lead efforts to encourage participation in wellbeing activities, promote social events, and help create a more inclusive, supportive environment for all.

Communication and Feedback

We carry out regular check-ins and maintain open feedback channels to ensure we maintain a strong support system. We use WorkVivo an online internal communications platform which works as a peer-to-peer recognition tool and enables us to celebrate everyone's successes every day.

Equality, Respect and Safety

We prioritise psychological safety, creating spaces for open communication, such as our Townhalls and Spotlight sessions.



Community

Our pro bono work

Employee fundraising

Community projects we support

4 QUALITY
EDUCATION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



Community

Building on our ongoing commitment, we continue to increase participation in volunteering activities and pro bono work. Through sustained community partnerships and active engagement, we aim to deepen our impact by improving access to justice and empowering the local communities we serve.



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, Pro Bono Senior Associate Assumpta O'Connell, and a dedicated steering group, ensuring our efforts make a meaningful difference. In September 2025, we again reported an increase of over 100% in our pro bono hours under the Pro Bono Pledge Ireland when compared to the previous year. Our pro bono partnerships with Community Law & Mediation, the Immigrant Council of Ireland, Free Legal Advice Centres (FLAC), Women's Aid, the Kids in Need of Defense (KIND) Project and EPIC have helped us achieve this growth.

As a member of the Public Interest Law Alliance (PILA), we are part of a powerful network linking the legal community with nonprofits, community groups, and independent law centres to drive social change. PILA is a key player in growing the pro bono ecosystem in Ireland, where it matches the unmet legal needs of those most in need 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 Pro Bono Pledge Ireland, 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.



Doug McMahon
Partner



Assumpta O'Connell
Senior Associate

We reported an increase of over 100% in our pro bono hours in the last Pro Bono Pledge reporting period.



Pro Bono Week 2025

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

This year the firm was delighted to host the launch of the Pro Bono Pledge Impact Report for 2024 by Eilis Barry, CEO of FLAC, followed by an engaging panel discussion focused on amplifying impact and access to justice through pro bono. The discussion was moderated by Sharon Dillon-Lyons BL and the panel comprised Rachel Nolan of Nolan & Co Solicitors, Assumpta O'Connell, Pro Bono Senior Associate of McCann FitzGerald, Michael Kinsley BL, Jane O'Sullivan of Community Law & Mediation, Oisín O'Reilly of Outhouse LGBTQ+ Centre and Martina Genockey of Women's Aid Ireland. The event provided an opportunity for the pro bono community to gather and share ideas.

Event

We partnered with Mercy Law Resource Centre to host an event on Legal Aspects of Traveller Advocacy: housing, homelessness and discrimination. The programme featured Erika Hayes (Mercy Law Resource Centre) on social housing and homelessness law, Sinéad Lucey (FLAC) on common housing issues facing the Traveller community, Chris McCann of McCann FitzGerald with an overview of some relevant caselaw and Anna Sheehan (IHREC) with an overview of equality legislation and discrimination complaints. A film screening addressing interfamilial conflict was facilitated by Michael Cawley and Caroline Boyle of the Travellers Transforming Conflict Initiative at Exchange House Ireland National Travellers Service. This collaboration reflects our commitment to advancing equality and supporting vulnerable communities



Pro bono partnerships

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



Our Pro Bono work

Here is a snapshot of current projects:



CLM General Legal Advice Clinic

About the organisation

Established in 1975 and celebrating 50 years of service this year, CLM is an independent, community-focused law centre providing legal services in communities impacted by social exclusion, disadvantage, and inequality. We are pleased to support the work of CLM in a number of ways including through its weekly legal advice phone clinics.

The support we provide

Our volunteer solicitors, assisted by a group of trainees, 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.



FLAC Employment Clinic

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 weekly employment law clinic with over 115 volunteer solicitors and trainees taking part.



Women's Aid

About the organisation

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

The support we provide

Accessing legal aid is often not an option for women experiencing domestic abuse, given the delays in the legal aid system and the need 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. Through Women's Aid, we 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. We also provide support to Women's Aid on an ongoing basis on a range of legal issues.



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 provide

Some of the 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.



The KIND Project (Kids in Need of Defense)

About the organisation

Ongoing conflicts, political instability and other geopolitical factors have forcibly displaced millions of people globally including the very young. Young people who have been granted refugee protection in Ireland have a legal right to be reunited here with their immediate family. The family reunification process is complicated and legalistic and one which young people must face alone as legal aid is not available. KIND has adapted its U.S. based pro bono model to expand legal assistance to unaccompanied children on the move in Europe. In partnership with the Irish Refugee Council and the Immigrant Council of Ireland, the KIND project leverages the power of pro bono by mobilising a group of law firms to assist unaccompanied minor migrants to apply for family reunification.

This collaborative project received the Best Volunteering & Pro Bono Services Programme award at the Chambers Ireland Sustainable Business Impact Awards this year.

The support we provide

Through the KIND Project, McCann FitzGerald provides direct representation to young people to guide them through the family reunification process in a child-friendly and trauma-informed manner.



Community Law and Mediation Centre for Climate Justice

About the organisation

In 2021, CLM's Centre for Environmental Justice was launched by Mary Robinson. The centre is the first of its kind in Ireland, offering free legal advice and representation, providing community education and training, and advocating for a rights-based approach to policy and law reform in the area of environmental justice.

The support we provide

Our planning and environmental team continues to support the work of CLM's Centre for Environmental Justice by undertaking research projects and providing 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.



Immigrant Council Ireland

About the organisation

The ICI is a national, independent non-governmental organisation that promotes the rights of migrants. The services provided by the ICI in improving and protecting the rights of those from a migrant background have never been in more demand. We are pleased to support the vital work of the ICI.

The support we provide

Where there is domestic abuse in a relationship, migrants are particularly vulnerable. Under a joint project with the ICI, we 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. We provide legal assistance to help migrants to navigate this process at a time when they themselves are particularly vulnerable.

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 build value-aligned partnerships that create meaningful change.

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
Consultant



Megan Hooper
Partner



Stephen Fuller
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 17 DEIS schools and 21 non-DEIS schools benefiting 1,945 girls.
- Hosted the 2024 End-of-Year Celebration for the pilot year of their Mentorship Programme at our Riverside One office, connecting senior-cycle girls with women in the workforce for guidance and career inspiration.
- Hosted a Shona Workshop for the girls in employees lives which focused on self-advocacy, belief and confidence.
- Funded the pilot of a new programme for boys which the Shona Project are developing. This initiative aims to foster open and honest conversations about masculinity, leadership, and power, equipping young men with the skills and perspectives necessary to build respectful, inclusive communities.



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



Global Action Plan

Through our Global Action Plan (GAP) 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.

- Between September 2024 and June 2025, 25 workshops were delivered to eight DEIS schools, supporting 614 learner engagements and reaching 317 students. These sessions included one-off workshops and longer-term activities tailored to the specific needs of each school community.
- In addition to the free workshops, our funding also helped subsidise a wider schools programme, reaching 2,027 learners through 87 workshops delivered in 33 schools across ten counties.
- Hosted a workshop for our colleagues' children, and family members at Riverside One on Imagining Our Future Together, delivered by the representatives from GAP.





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



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 benefited six students from lower socio-economic backgrounds and helped 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 TY programme.



The Dublin Docklands Forum

As a member of the Docklands Business Forum, volunteers from our Dublin office gave back to the local community by participating in the annual Docklands Volunteer Day - a community clean-up initiative focused on corporate responsibility and community engagement. Our team contributed by repainting murals, removing graffiti, picking up litter, and weeding public spaces. This hands-on involvement reflects our ongoing commitment to supporting and improving the communities where we live and work.



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 support deserving causes across Great Britain and Ireland.



St. Patrick's Boys National School

We are supporting St. Patrick's Boys National School, a DEIS school in Ringsend, by funding their swimming and outdoor activity programmes. These initiatives provide valuable opportunities for the students, many of whom come from significantly disadvantaged backgrounds. In addition to financial support, our team also volunteered during the summer, helping to refresh the school environment by painting the entrance, walls, and shared spaces. Our ongoing involvement reflects our commitment to making a positive impact in the local community.



Basis.point

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

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. A student who joined us as an intern through the Programme has now been offered a traineeship with the firm.



“My summer work placement at McCann FitzGerald was both a rewarding and enriching experience. I learned so much from everyone I met, and the experience solidified my desire to pursue law.”

Shauna Ismael

- **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.
 - In 2024/25, 52 undergraduate students received support through Pathways to Law.
 - TAP provides scholarships of €1,500 to all students to assist with costs such as travel, rent and work.
 - We offer volunteers to serve as buddies for TAP applicants and use our expertise to provide mentorship.
 - We also participate in other TAP initiative such as Legal Speed Date Meets.
- **Chair in Corporate Law – Trinity College** We have supported the McCann FitzGerald Chair in Corporate Law at Trinity College Dublin for the last 19 years. 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. Blanaid regularly contributes to the firm's training programme.
- **Solicitors of the Future**
We volunteer in Solicitors of the Future which is an innovative Transition Year (TY) programme offered by the Law Society of Ireland which provides students with an introduction to the solicitor's profession.



We are devoted to supporting our community through both financial aid and volunteer involvement to drive positive change.



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 €70,000 for charity, supporting those in need across Ireland and beyond.



Our people fundraised over €70,000 for charities in the last 12 months.



St. Francis Hospice

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 and Dublin Simon Community

Through the annual Calcutta Run (most recently in May 2025), we raised funds for The Hope Foundation, supporting children living on the streets in Kolkata, and for Dublin Simon Community, supporting people experiencing homelessness in Ireland.



Children's Health Foundation

Proceeds from our annual charity quiz night in April 2025 supported this cause.



Focus Ireland

A team of our colleagues took part in Shine A Light, sleeping out to raise funds for people experiencing homelessness nationwide.





Women's Aid Ireland

We supported this organisation, which helps women and children affected by domestic violence and abuse, with team members completing the 100 Miles in September challenge and the St Brigid's Day Sea Swim – Cold Swim for Women.



Movember

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



The Down Syndrome Centre Ireland

Provides support to people with Down syndrome and their families across Ireland. We organised a golf competition to raise funds.



Barretstown

Colleagues from across the firm participated in the Barretstown Dublin Mountains Challenge to raise vital funds for children affected by cancer and other serious illnesses.



ARC Cancer Support Centres and The National Breast Cancer Research Institute (NBCRI)

Several colleagues took part in the "Tennis 4 Cancer" event, which mobilises the tennis community across Ireland to raise vital funds for both organisations.



Governance

Governance structure
and responsible business

Risk management

Ethical conduct, compliance, and policies

Transparency and reporting

Awards and recognition

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 2025, the firm established a new leadership position—Business Services Partner—under the leadership of Partner Lisa Smyth. The role is designed to support growth and enhance integration and operational alignment across the firm.

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.



Transparency, accountability, and integrity are core to all our operations.





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

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. We submit annual reports to the Women in Finance Charter and UN Global Compact.

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.



Awards and Recognition

In the past 12 months we were successful in achieving the following awards. These recognitions are a testament to our unwavering commitment to excellence and our dedication to providing top-tier legal services.



Legal500

Legal 500 Green Ambassador

Valerie Lawlor, Eamon Ó Cuív and Sinéad Martyn have been recognised in the Legal 500's Green Ambassador series. This series showcases lawyers who are leading advocates for sustainability and the green transition, both in their work with clients and beyond.



IFLR Europe Awards 2025

McCann FitzGerald LLP was awarded Irish Law Firm of the Year at the IFLR Europe Awards 2025. We were also awarded regional Financial Services Regulatory Team of the Year.



The Lawyer European Law Awards 2025

McCann FitzGerald LLP was awarded European Litigation Team of the Year at The Lawyer European Law Awards 2025.



Media Law International Award 2025

McCann FitzGerald LLP won the Media Law International Award for Law Firm of the Year 2025.



Legal 500 2025 edition

In the recent Legal 500 2025 edition, McCann FitzGerald LLP achieved Tier 1 ranking in 26 practice areas - the most of any firm in Ireland.



Managing IP Awards 2025

McCann FitzGerald LLP was named the winner of the highly competitive Ireland Patent Disputes Firm of the Year category at the Managing IP awards in April 2025.



Finance Dublin 'Deals of the Year' Awards 2025

McCann FitzGerald LLP has been recognised for its role in 21 of this year's award-winning deals in "Deals of the Year 2025" published by Finance Dublin. We are very pleased to have advised on the winning deals across Mergers & Acquisitions, Equity Capital Markets, Loans & Financing and Financial Service, Aviation Finance categories.



Chambers Global and Chambers Europe 2025

Top ranked in Chambers Global and Chambers Europe 2025.

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

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