

AL TAMIMI & COMPANY IN ACTION

CSR REPORT

2016

التميمي و شركاه
ALTAMIMI & CO.



12 charitable causes

benefitted from our financial support



700 hours

dedicated to pro bono matters with direct involvement of 75 lawyers



100 interns

accommodated across the firm



30 work experience placements

offered to high school students



CLIENTS & MARKETS

As the largest law firm in the Middle East, we recognise that we have an important role to play in supporting the broader development of the markets in which we operate.

Reputational Risk

Our ethical obligations to our clients, our staff and our marketplace are something which we take very seriously indeed. Before accepting any new client or new piece of work, we consider each matter individually, working closely with our Compliance Department to ensure that there are no conflicts of interest or other ethical concerns.

Client Secondments

We often support client requests for secondments by placing our associates with them. We also encourage “reverse secondments”, whereby Al Tamimi hosts in-house lawyers from other organisations. Such secondments are an effective way of sharing our regional expertise with clients and government institutions.

Client Training & Seminars

By providing our clients with training opportunities, via our seminar series and legal alerts, we help them to stay up-to-date on the regulatory and legislative changes which impact their businesses. We are also actively involved in training initiatives in conjunction with the DIFC Courts - DIFC Academy, as well as the Government of Dubai Legal Affairs Department.



ENVIRONMENT

We regularly offer advice and guidance to clients on how to manage the impact of their operations on the environment. We also seek to manage our own business in a way which is environmentally responsible.

Energy Use & Recycling

We are mindful of the need to reduce our environmental footprint and we do this by incorporating best practices into our daily activities in order to reduce energy consumption and the use of paper and other office consumables. This year we launched two new environmental initiatives – a recycling programme (“GreenBox”) and a pilot programme to encourage paperless working.

Responsible Procurement

We want to partner with companies who share our commitment to high ethical standards, business integrity and environmental best practice. This is reflected in the way we run our supplier selection and on-boarding processes.

Remote Training and Meetings

As a standard practice, we encourage our staff to hold meetings and training sessions online in order to minimise the need for air travel and to reduce our carbon footprint.



PLACE TO WORK

We want Al Tamimi to be a stimulating, supportive and fulfilling place to work. Many of our internal procedures and programmes are designed to encourage staff engagement, development and wellbeing.

Open Talk

In 2016, we launched a new performance management process, which we have called ‘Open Talk’. In doing so, we have moved away from the standard system of annual appraisals. At the heart of Open Talk is the principle that the most effective way to manage teams and encourage staff engagement is through ongoing, open dialogue. As part of the Open Talk initiative, we also run bi-annual ‘climate surveys’, which give employees an effective and user-friendly means to provide feedback on issues which concern them.

Knowledge & Learning

Al Tamimi offers extensive professional development programmes to members of staff. Our award-winning training initiatives are supported by professionals from our dedicated Centre for Legal Training. Our learning curriculum includes a variety of acceleration programmes, classroom-based seminars and e-learning courses. Subject to the relevant qualification criteria, we also provide financial sponsorship to those who want to enhance their skillset via professional qualifications.

We also believe that sharing our collective knowledge internally is an important means by which we can develop our people. This also contributes to improved quality of service and efficiency. Our Knowledge Management team works closely with practitioners from our various practice groups to collate the best legal content and precedent documents. This is made accessible across the firm via the Knowledge Bank, our online knowledge database.

Health & Wellbeing

We take the wellbeing of our staff very seriously and offer support in a number of different areas, ranging from sponsorship of sporting and wellness initiatives to tailored support for individual members of staff, where this is required.

In 2016, we launched a new employee wellbeing initiative called ‘Take a Stand’, focusing on the negative impact on health of a sedentary lifestyle.

Diversity

Given that we employ staff from over 50 countries from around the world, diversity is embedded within our organisation. We respect individual differences and celebrate the fact that we represent such a variety of cultures and backgrounds. We see our diversity as a key asset, reflecting the make-up of our local community and client base.



LOCAL COMMUNITY

We support a number of charitable projects that directly benefit our local communities, either by providing financial assistance or pro bono legal advice. There are three areas which are particularly close to our heart - Education, Health & Social Welfare and Humanitarian Support.

Education

Education has a significant influence on social development and social mobility. Sadly, there are many talented and ambitious young people in our communities who struggle to gain access to a good quality education. We are very happy to help where we can.

This year, for example, we assisted a student residing in one of the Northern Emirates whose parents found themselves in difficult financial circumstances when the student’s father was made redundant. We were able to help by settling the student’s school fees, which had fallen into arrears. We are also longstanding supporters of Dubai Cares, a philanthropic organisation which works to improve children’s access to quality primary education in developing countries

As the region’s largest law firm, we are also conscious of the contribution we can make by assisting young people with their transition from education to employment.

For example, we maintain close relationships with a number of local and international high schools and universities to provide learning opportunities, including seminars, work-shadowing and summer internships. We are also active supporters of the Young Arab Leaders Programme, a not-for-profit organisation whose aim is to develop young talent through mentorship and education programmes.

Health & Social Welfare

We have a long history of supporting organisations who assist those who are without access to affordable healthcare or other essential social services.

For example, for many years now we have been active participants in pro bono initiatives run by the Ministry of Justice, Judicial Department in Abu Dhabi, as well as the pro bono clinic organised by the DIFC Courts in Dubai.

In addition, we organised a number of CSR activities to coincide with this year’s Ramadan and Eid festivities. For example, during Ramadan we were Gold Sponsors of “A gesture of goodwill”, a campaign run by the Al Jalila Cultural Centre for Children. During Eid Al-Adha, we organised two fun events for disadvantaged children - a playdate for 30 Red Crescent orphans and a party for 130 kids from Dubai Rehabilitation Centre for Disabled.

Humanitarian Support

In recent years, our region has faced multiple humanitarian crises – emergency situations that are almost unprecedented in their scale and complexity. We are particularly keen to participate in initiatives which will help those who are most vulnerable and in need of assistance.

This year, for example, we provided pro bono legal support to a UK registered charity which was looking to set up operations in Dubai Humanitarian City. The charity intends to use Dubai as a regional hub for its humanitarian work in some of the Middle East’s crisis-ridden countries.

CASE STUDIES

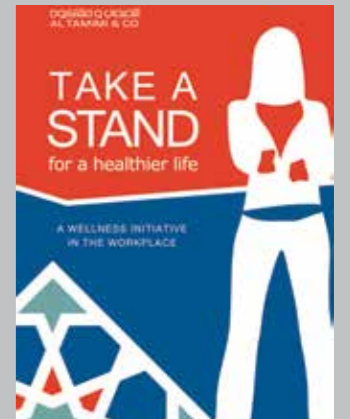
CHILD PROTECTION LAW

Earlier this year, Pearl FM and the Al Jalila Cultural Centre for Children invited us to participate in an initiative promoting awareness of the UAE’s new Child Protection Law. Our lawyers were involved in preparing materials for a series of five shows. One member of the team participated on air to discuss the key issues.



TAKE A STAND

This year also saw the launch of Al Tamimi’s new employee wellbeing initiative called ‘Take a Stand’, in which we focused on the potential dangers of leading an overly sedentary lifestyle. The initiative included seminars and a firm-wide communications campaign. As a result, a number of employees have now chosen to work at standing desks.



LABOUR CAMP IFTAR

During the month of Ramadan, we hosted Iftars for labourers in Dubai and Sharjah. The Dubai Iftar took place in the Muhaisnah area and was attended by 600 people. The Sharjah Iftar, which was organised through Sharjah Charity International, was attended by 1000 people. The Iftars were very well received by all participants.



GO GREEN - GREENBOX

We are proud supporters of the GreenBox recycling initiative, run by InfoFort, our preferred records management supplier. Through GreenBox, we promote awareness on paper wastage and aim to maximise the amount of paper that we recycle. We can save one tree for every 60kg of recycled paper, equivalent to just two GreenBox boxes.



OUR APPROACH TO CORPORATE SOCIAL RESPONSIBILITY

Our CSR strategy is centred on four key pillars – Clients & Markets, Place to Work, Environment and Local Community. By taking a holistic approach, we aim to ensure that the needs of all of our key stakeholders are given due consideration. This report offers a closer look at Al Tamimi’s CSR strategy and provides an update on our main CSR activities from the last 12 months.

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