Thank you for sending us your Ukraine & Russia human rights due diligence survey. Please find below our answers to your questions.

**Nature of involvement**

1. How long has your company or subsidiary been operating or investing in Russia? In summary, can you briefly describe the nature, sector, scale, and geographic area of these operations or investments? *Law firm operating in Moscow since 1991.*

**Assessing risks**

1. How is your company enhancing its due diligence to identify, prevent, and mitigate heightened human rights risks and comply with international humanitarian law?
	1. What measures is your company taking to ensure it relies and acts upon robust monitoring of the situation, including through consultation with your workers, affected communities, human rights groups, and/or humanitarian organizations?

*1. All new Russia / Ukraine related work is cleared through our General Counsel / Director of Business Intake; and*

*2. We have revised our policy position on what work we will do involving these jurisdiction, reducing the extent to which we will work; (a) for Russian based or Russian owned clients, and (b) on matters where the ultimate beneficiary is a Russian based or Russian owned individual or entity.*

**Mitigating risks and tracking effectiveness**

1. As the situation in Ukraine unfolds, is your company or subsidiary planning to cease operations in or divest from Russia? If so:
	1. What have been the key considerations informing this decision and did you consult with your workers and/or other affected stakeholders as part of your decision-making process? *We have decided to progress our steps for an orderly wind down of our operations in Moscow. Our priorities are to focus on the safety and wellbeing of our colleagues during this difficult time and on ensuring the winding down of our services is consistent with our legal and professional responsibilities to our clients and our responsible business principles and values. We consulted extensively with our people inside and outside of Russia. We also took into consideration the impact that this move would have on our clients and other stakeholders.*
	2. What are the immediate and longer-term steps that your company has taken or is prepared to take to mitigate any negative impacts of your exit on affected communities and your workers, including addressing any loss of income? *We continue to look at how we can help the team and ensure their safety and wellbeing. This continues to be a priority and an area of significant focus for us.*

1. If your company or subsidiary chooses to continue operating in Russia, what human rights due diligence has been undertaken and how are you planning to mitigate harm in Ukraine? *As noted above, we have decided to progress our steps for an orderly wind down of our operations in Moscow.*

1. What kind of due diligence measures does your company use to ensure that it does not have any business relationships with sanctioned Russian individuals and entities? Beyond sanctions compliance, how does your company ensure that it does not have any business relationships with individuals or entities with a track record of rights violating conduct? *We conduct various checks when we are approached to take on new work, which include checks against sanctions issued in key jurisdictions, whether or not a client is on the "Putin List" and more broadly to determine whether there are any adverse reports associated with the potential client. Our checks involve not only the potential client itself but its ownership chain. If we have concerns then we would decline to act.*

**Exercising leverage**

1. How does your company intend to use your leverage to protect the rights of your workers and communities affected by your operations in Russia, including freedoms of association and expression?

*We always prioritise the safety, security and wellbeing of our people wherever they may be in the world. We are in close touch with all our colleagues in our Moscow Office and we are focused on providing them with support as they navigate the uncertainties that the war has brought to Russian Federation citizens and ex-patriots alike*

1. Is your company providing any support to Russian activists who are taking action against the war and in support of democracy and peace in Ukraine? *No*