# IJGlobal ESG Governance Award – Clifford Chance

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International law firm Clifford Chance was chosen by the independent panel of judges on the IJGlobal ESG Awards 2024 to win the governance award, won over by a submission that one industry expert said was “impressive again”.

Another of the judges said of the law firm: “Clifford Chance takes a sensible approach and goes way beyond ‘business as usual’.”

Clifford Chance introduced its global, values-based code in 2021 and has continued to double down on its implementation in the year to April (2024) – the end of the judging period.

The firm’s executive leadership group discusses the code at every meeting. It defines the core principles of the firm’s culture and in doing so guides the behaviour of everyone at the firm towards work, colleagues, clients, suppliers, and wider society.

According to the submission: “Since the code’s launch, 3,750+ Clifford Chance colleagues – including 58% of the partnership – have undertaken 200+ workshops in interactive sessions that embed understanding of what the code means for their day-to-day roles. The code’s roll-out in the year to end April 2024 featured 700 people attending 28 workshops.

“The workshops are truly representative. They bring together lawyers and business professionals from different functions, markets, roles and levels of seniority, exemplifying and furthering the collaborative culture at the heart of the premium experience that the firm delivers to clients.”

According to the firm, the code has strengthened the firm’s culture. In its most recent global people survey conducted firm-wide in March 2024, 89% said they are proud to work there.

The UN Global Compact report “SDG Showcase: How Companies are Contributing to Achieving Agenda 2030”, cited Clifford Chance’s code as an example of contributing to SDG 16.

It stated: “Clifford Chance’s approach to responsible business is exemplified by its values-driven code of conduct – which drives the way the firm conducts its business and encompasses its professional and ethical standards and policies.

“The code is core to fostering the firm’s responsible, accountable, inclusive, and integrous business culture. Clifford Chance has a responsible business board, which is integrated into the company’s management structure with a mandate to develop and oversee the responsible business strategy.”