



# Talent

Garrigues' biggest asset is its people. Accordingly, the firm strives to attract and retain the best talent, offering professional development and training in an equal opportunity environment.

## ■ Talent at the service of clients

Proximity to our clients and an ongoing commitment to understanding their needs have always been our hallmarks. We strive to offer value to our clients by providing a quality service both in terms of technical advice and of the standard of conduct required of our professionals, fully respecting the principles and ethical values of the legal profession.

We are firmly committed to ongoing, specialized collaborative training, tailored to the global reach of our professionals. We also offer internships to university students from different countries, with a special focus on Latin America. We will also continue with global training programs for our professionals.

### Facts and figures

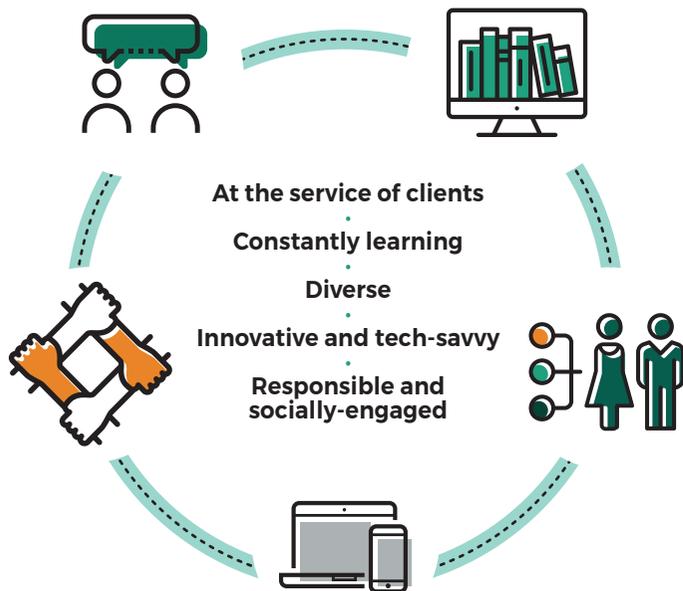
- New hires: 168 young professionals worldwide, from 54 of the most prestigious universities in the world
- Promotions: 12 promotions to partner and 56 promotions to senior associate
- 88% of our people have taken part in our training programs

### Facts and figures

- 3,285 clients who have been with us on an ongoing basis for at least 5 years
- 2,042 individuals working out of 32 offices
- 298 partners

## ■ Talent that is constantly learning

We provide our professionals with all means and opportunities to enable them to enjoy a full and rewarding career at the firm and we offer our employees real learning prospects.





## ■ Diverse talent

We continue to hire the most talented professionals, while standing behind our commitment to nondiscrimination, equal opportunities, the integration of people with disabilities and respect for diversity.

Garrigues has set itself the goal of achieving greater workplace equality between men and women. To further this objective, the firm has prepared its second Equality Plan, which entered into force in 2017 with new measures aimed at fostering greater loyalty and professional development of talent.

The firm is also determined to continue embracing diversity and has strengthened its commitment to people with disabilities.

### Facts and figures

- Gender split: 53% women / 47% men
- Gender split in new hires in 2017: 58% women / 42% men
- Different nationalities: 23
- Certification as an Equal Opportunity Employer

## ■ Innovative and tech-savvy talent

We strive to create an innovative setting in which our employees can contribute to the firm's digital transformation, making the business more dynamic and enhancing our relationships with clients.

### Facts and figures

- Creation of the Garrigues Innovation Think Tank
- Road show visiting the main offices, to explain the firm's innovation projects and technological tools
- 640 people trained in the areas of technology and knowledge management

## ■ Responsible and socially-engaged talent

We have pledged to safeguard and support labor and human rights and to promote health and safety at work.

We are committed to providing information on our sustainability policies, goals and progress and to maintaining dialog with our stakeholders to continue improving our performance in this area.

We published our first annual sustainability report twelve years ago, in a pioneering attempt to provide detailed information on our commitment to all of our stakeholders. We have also broken new ground in the legal profession by publishing an integrated report using the GRI G4 Guidelines and, more recently, the 2016 GRI Standards.

### Facts and figures

- 144 individuals took part in the pro bono program