

Welcome to DWF

DWF is one of the UK's largest legal businesses with an award-winning reputation for client service excellence and effective operational management. To further its client-led international expansion DWF has merged with German international commercial law firm BridgehouseLaw as of 1st January 2016.

BridgehouseLaw operates from Cologne and Munich in Germany and is supported by a strong international network focused on the Middle East, particularly Qatar, Saudi Arabia, Israel, and the US. The firm concentrates on advising foreign, especially US and Israel-based companies expanding into Germany and German companies expanding abroad, especially into the US, and advises them on the full range of commercial issues with particular expertise in corporate/M&A, distribution and franchise law, employment, IT/IP and dispute resolution matters. BridgehouseLaw has a strong focus on the energy, real estate, retail, food & hospitality and tech industry sectors, complementing DWF's own sector focus, with clients including Carbo, Deutsche Telecom, Media Broadcast, MEP and Univa.

The merger will strengthen DWF's international offering, giving DWF access into the German market and enhancing DWF's existing MENA offering, which is led through DWF's office in Dubai. DWF established its Dubai office in March 2015 following demand from clients across the construction, energy, insurance and transport sectors in the Middle East and North Africa (MENA) region to support the construction boom in large infrastructure, housing, tourism, and air and port facilities across the Middle East. DWF has been advising clients in Germany and the USA, as well as Canada, China, Europe and the Commonwealth of Independent States and India, both on UK and international matters for over 20 years. In December 2015 the firm opened an office in Brussels to provide greater competition and regulatory support to its major UK and international clients.

Driven by clients

Clients are at the heart of what we do and in today's business environment, they want more value from their legal teams, greater transparency and an adaptable, flexible approach.

This calls for something different from legal service providers. At DWF innovative thinking is part of our DNA. We are committed to

doing things differently and embracing market changes, whether it's our way of using the latest technology, building a new range of services outside of the traditional legal offering or engaging with our people on community issues. It's a unique and alternative approach to delivering legal services.

We have a platform of three core service areas for clients; **technical legal services, technology-based products** and **delivery services**, which incorporate packaged legal services, cutting-edge technological solutions and bespoke methods of delivering our legal expertise. This distinct infrastructure and focused approach underpins our ability to do things differently and meet client needs.

DWF's distinctive range of integrated services shapes our delivery model, which enable our clients to flex their resourcing approach, using the combinations of models which best suit their business and specific legal needs, whilst also benefiting from DWF's scale and strategic client management, ensuring that services are delivered in a co-ordinated and integrated way. We firmly believe that the continued development of new products and solutions is key to a proactive legal services provider, which is always seeking to add value to every client relationship.

It's not just what we deliver, it's how we do it. Our innovative culture is hard-wired into our business objectives. We engage with and listen to all our people to ensure that they are working proactively together to create an outstanding client experience. We also work hard to understand what our clients want, earning us our place amongst the leaders on client satisfaction. At the heart of doing things differently, we are pioneering new methods to make legal services more transparent. This enables us to add more value and to deliver legal solutions that enable our clients to excel.

DWF is more than a just a law firm - we are a legal business.



Our clients range from both the public and private sector spectrum, across a wide range of sectors. Our commitment to client service saw us ranked as one of the top UK law firms for client satisfaction in Legal Week magazine's 2014 Client Satisfaction Survey, with clients commending the firm's 'commercial acumen' and 'approachability'. DWF has also been named in the top five for most recommended lawyers in the UK, by this year's Legal 500 UK. The guide saw DWF recommended in 137 practice areas overall and achieve 23 top tier rankings for its expertise in a broad range of specialisms.

DWF is a full service commercial law firm with core strengths in corporate, banking and dispute resolution, and in-depth industry expertise in several chosen sectors including central & local government; energy & industrials; financial services; insurance; real estate; retail, food & hospitality; technology; and transport.

Client management

We listen to our clients to ensure that what we provide meets their business needs. We do this through an independent Client Care Meeting (CCM) process, enabling us to review and improve our performance. Progress against actions resulting from the CCM is regularly monitored by your client partner and incorporated into a strategic account plan. This level of review is rare in law firms and sets us apart.

Values

As a values-led business, we pioneer initiatives to engage and support our people. The values we share and uphold help to define and reinforce our culture and enable us to recruit, retain and develop the highest quality people, who are experts in their fields. Our values are at the heart of everything we do and they give us a common framework which is helping to build our reputation as being a highly regarded legal business.

We go further for our...



People



Clients



Community



Environment

DWF charitable foundation

The DWF Foundation has been founded by DWF LLP with the sole aim of providing funds, resources and support to help local communities achieve their full potential, and will focus on education, employability, health & wellbeing and homelessness.

DWF has a strong track record supporting its local communities through a range of initiatives, including the award-winning 5 STAR Futures programme, and the DWF Foundation will continue to build on this activity to offer key funding, resources and support to a wider pool of local charities.



believe.
inspire.
change.

“ BridgehouseLaw is a strong strategic fit with DWF, giving us capability in key geographic regions where we've identified growth opportunities with existing clients in our chosen industry sectors particularly tech and energy. DWF has a large number of German clients, as well as clients who do business in Germany, the EU and the US, and this strategic acquisition provides a platform to access many of the sectors and markets which are important to our clients' business objectives and which support DWF's own strategic plans.”

Andrew Leaiterland
DWF's Managing Partner & CEO

“ DWF is an ambitious, fast-growing business with a strong track record for its innovation and there's clear strategic alignment in our vision and culture, in the geographic markets we're targeting, and in the industry sectors upon which we focus, so, in combining our strengths there's a real opportunity for us to enhance our international capability for the benefit of our clients.”

Michael Falter
BridgehouseLaw, Managing Partner

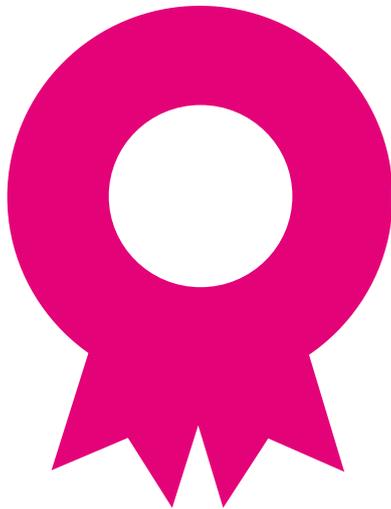
Highlights 2014-15



Revenue
£191
million

Net profit
£46.7^{*}
million

*before tax attributable to all members of the LLP



Winner

'Legal Innovator of the Year'
at the Legal Business Awards 2015

'Best Leadership of Innovation'
and **'Best Managed Workplace'**
at the Managing Partners' Forum for
Management Excellence 2015

'Law Firm Innovation' and
'Best Use of Technology'
at the British Legal Awards 2014

Andrew Leatherland named
**'Management
Partner of the Year'**
at the Legal Business Awards 2014

"The team has an
**extremely dynamic
approach** and are very
commercially savvy"

Chambers and Partners 2014

**"...at this law firm things are not business
as usual. This firm has a track record of
launching products – for example a 24-hour
Crisis Response Service that helps clients
respond to a crisis immediately, whether it be
legal, psychological or strategic response."**

Managing Partners' Forum 2015

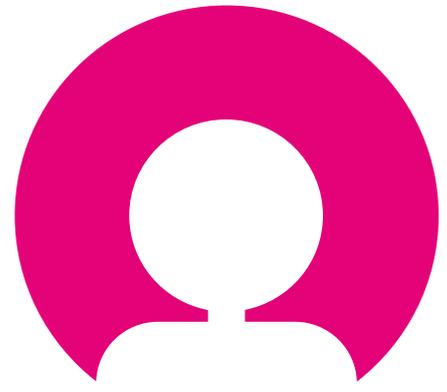
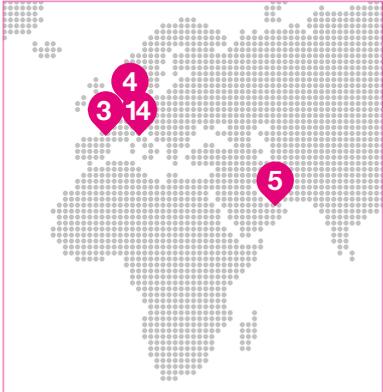


DWF named in the top five for
**most recommended
lawyers in the UK**

by Legal 500 UK 2015

- 1 Birmingham
- 2 Bristol
- 3 Brussels
- 4 Cologne
- 5 Dubai
- 6 Dublin
- 7 Edinburgh
- 8 Glasgow
- 9 Leeds
- 10 Liverpool
- 11 London
- 12 Manchester
- 13 Milton Keynes
- 14 Munich
- 15 Newcastle
- 16 Preston

16
locations



293

Partners & Directors

2,360+

People

6

Practice groups

- Corporate & Banking
- Litigation
- Real Estate
- Motor, Fraud & Claimant
- Cat. PI, Occupational Health & Casualty
- Professional Indemnity & Commercial Insurance

8

Sectors

- Central & Local Government
- Energy & Industrials
- Financial Services
- Insurance
- Real Estate
- Retail, Food & Hospitality
- Technology
- Transport

22

Partner level lateral hires



Go further

DWF is the legal business where expertise, industry knowledge and leading edge technology converge to deliver solutions that enable our clients to excel. Embracing our diverse skills, we gain a unique and more valuable legal perspective that can empower our clients, giving them a competitive advantage or simply delivering new solutions to old problems.

With over 2,360 people across the business, we make sure that wherever you are, wherever you aim to be, we will go further to help you get there.

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DWF LLP is authorised and regulated by the Financial Conduct Authority.

The term Partner is used to refer to a Member of DWF LLP or an employee or consultant with equivalent standing and qualification.

A list of the Members of DWF LLP and of the Non-Members who are designated as Partners is open to inspection at its registered office, 1 Scott Place, 2 Hardman Street, Manchester M3 3AA. Ref 3783 161215
