

PRO BONO AND COMMUNITY HOURS PER LAWYER*

Region	2017/18	2016/17	2015/16
Asia Pacific	103	10.47	10.21
Americas	62	46.4	34.15
CEER	35.6	15.96	12.12
Western Europe	88.07	10.55	5.79
UK and Middle East	41.58	29.11	29.62
Total	20.48	19.48	17.19

* Figures based on average pro bono and community hours per lawyer based on average headcount