

CSR policy

As a leading Danish law firm we recognise our obligations to our stakeholders, including clients, employees, suppliers and the society that we are a part of.

Our CSR policy focuses on governance, ensuring an ambitious, attentive and safe working environment and using our competences for the benefit of charity work for persons or groups in Denmark.

We have joined the UN Global Compact, and in doing so we undertake to support the ten principles that are universally accepted in the areas of human rights, labour, environment and anti-corruption.

We will:

- Provide legal advice according to the highest ethical and professional standards
- Operate our firm in a socially and environmentally responsible manner
- Provide free legal advice (pro bono)
- Otherwise support the local community, eg through school projects

Legal advice

We recognise that as a law firm we have a special status in a society based on the rule of law.

Our partners (the owners of the firm) have all pledged to act in a manner that will be a credit to the legal profession, to observe the rules applicable to members of the Danish Bar and Law Society and to maintain a standard which both professionally and in terms of service and appearance is in line with the firm's standing as one of Denmark's largest and most respected law firms.

In accordance with the Danish Bar and Law Society's rules and our impartiality procedures we ensure that there is no conflict of interest or loyalty before accepting an assignment.

Before accepting an assignment we also assess whether clients and specific tasks are in harmony with the firm's ethical standards.

We comply with the Danish Act on Measures to Prevent Money Laundering and Financing of Terrorism.

We comply with the legislation in relation to disclosure of inside information about listed companies and restrictions on trade with securities listed on the stock exchange. We have established internal procedures in order to prevent insider trading.

One of our partners has been appointed Compliance Officer and his primary task is to ensure that external rules governing our profession are transformed into internal rules and that these rules are complied with. The Compliance Officer reports to the board of directors.

We have established strict rules for our partners' and employees' business activities outside Plesner and there are also strict rules for our partners' private financial transactions. Each year the firm's external auditor examines the partners' compliance with the rules.

We have created a manual on case management and quality assurance and we have established general terms and conditions for our services.

Our goal is to retain and attract clients that demand the most specialised legal advice on the market and as a result we have to be prepared at any time to provide legal advice according to the highest professional standard. Consequently we only employ the best qualified employees in their field of expertise.

We find that continuing practical and theoretical training is very important. A considerable part of our employees must have completed supplementary training abroad and all partners, senior attorneys and managers of our administrative staff receive executive training through our leadership programme.

We ensure professional development by establishing practice groups, by creating and maintaining relevant and committed departments with a high professional standard, by employing knowledge employees and by applying an open door policy.

Our administrative functions must at any time be able to provide the most professional service.

We evaluate our partners, salaried attorneys and administrative functions continuously.

In addition we maintain close relations to the leading law firms in all significant countries that Denmark trade with.

Social and environmental responsibility

Employee satisfaction is very important to us.

Our goal is to have the most satisfied employees in the business at any time. To attain this generally applied employee satisfaction surveys will be carried out at suitable intervals.

We want to focus on the parameters that influence satisfaction, including our culture, clients, types of work, the professional environment, recognition, leadership, employment conditions, career prospects, diversity, mental work environment, social activities, our domicile, layout of the work place, canteen services, health policy etc.

We make a determined effort to develop all our talented employees and their career planning.

We want equal opportunities for everyone who possesses the professional and business qualities required for becoming a partner in our firm – regardless of gender, ethnicity etc.

It is a fact that large Danish and international law firms only have few female partners. This is also the case with Plesner. We do not wish to introduce quotas etc on the number of women. We do wish, however, to improve the framework for our talented female attorneys who we find fulfil the requirements for making partner so they continue their career with Plesner with a view to becoming partners in the firm.

We wish to establish special development programmes and mentoring schemes for our talented female attorneys, we will look into the possibility of introducing greater flexibility and ensure staff retention through greater transparency and information.

As a socially responsible firm we are committed to improving the environment even if our environmental impact is limited. It is our goal to continue to reduce the firm's impact on the environment.

We focus for example on constantly reducing our carbon emission, primarily by using less energy, using less paper through optimisation of the transition to electronic processes, by increasing the use of eco-labelled products, by increasing the use of more environmentally sound paper and office supplies, by disposing correctly of waste, focusing particularly on recycling and using as many organic products as possible in the staff canteen and when serving meals and refreshments in connection with meetings and conferences.

Pro bono work

A central element of the CSR work is to use core competences for charitable work in the local community (pro bono).

Our core competence is legal knowledge. We want to provide free legal advice of our usual high standard primarily to selected organisations that support poor, less privileged or marginalised persons or groups in Denmark.

Each year Plesner donates a considerable number of hours to our attorneys' participation in pro bono work.

Supporting the local community

In addition to legal pro bono work we support, among other things, the initiation of school projects.

It is a fundamental human right for everyone regardless of their background to have fair and equal rights to education. The Danish State provides the educational framework for everyone regardless of their background, but the personal framework which is often necessary for getting an education is not always available to all young people.

The majority of our employees are highly trained and network professionally and privately with other highly trained people. We therefore see on a daily basis the extremely positive effect of such training.

Some people do, however, grow up in environments that do not fully appreciate or give priority to education. We are confident that we can make a difference in such environments. We wish to establish long-term collaborations with selected schools and persons who have broken the established pattern and can act as role models for the pupils.

The purpose is to motivate the pupils to focus on school work and on getting an education following their school education and to open the pupils' eyes to the many job opportunities and the degree of freedom that further education may imply. The central elements of such motivation are regular contact between role models and pupils and several annual visits to various companies and sites where the pupils get first-hand impressions of the many job options.