

# 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.