

# 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

## 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, focussing 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.