

# 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

## Supporting the local community

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.