

COMMUNICATION ON PROGRESS

Moalem Weitemeyer Advokatpartnerselskab

2020-2021

Statement of Commitment

High ethical standards are at the core of everything that we do. As a Tier 1 Corporate M&A law firm, our reputation is our most valuable asset, and everyone at Moalem Weitemeyer has a duty to act responsibly and with integrity - for humanity and for the world that we are a part of. Not because someone tells us to and not because it is on everyone's agenda. We commit to our sustainability efforts because it is the right thing to do. It is as simple as that.

In 2020, we published our firm's [Code of Conduct](#) which outlines the expectations that we have of ourselves, as a Firm and as individuals, to uphold the highest ethical standards, including having a strict zero-tolerance for workplace harassment.

2020 was also the year that we established our firm's Sustainability Committee, thus formalizing our pro bono and charity work and our commitment to safeguard

the environment. We have joined the [UN Global Compact](#) as we strive to advance corporate responsibility and the 10 principles covering human rights, working conditions, the environment, and anti-corruption. Our sustainability initiatives support this mission.

I am pleased to confirm that Moalem Weitemeyer Advokatpartnerselskab affirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this our very first Communication on Progress ("COP"), we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Yours sincerely,

Thomas Weitemeyer

Managing Partner

thomas.weitemeyer@moalemweitemeyer.com

Moalem Weitemeyer Advokatpartnerselskab
Amaliegade 3
DK-1256 Copenhagen

CVR 31 62 78 85

moalemweitemeyer.com

Contents

<u>Statement of Commitment</u>	2
<u>Our Story</u>	6
<u>Actions and Outcomes in 2020</u>	7
<u>Human Rights</u>	8
<u>Labour</u>	10
<u>Environment</u>	11
<u>Anti-Corruption</u>	13
<u>Our Ambitions for 2021 and beyond</u>	15



COLLABORATE
DEDICATE
MOTIVATE
INNOVATE
EVALUATE



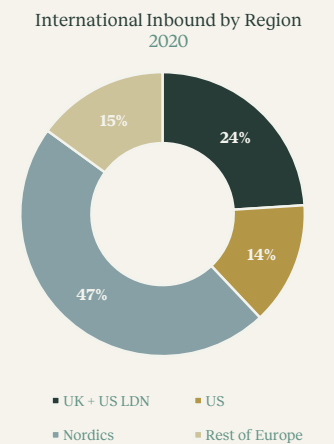
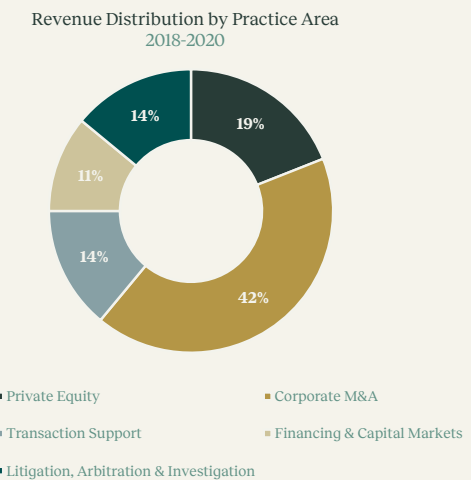
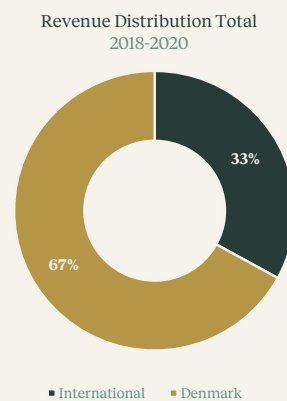
Our Story

Moalem Weitemeyer Advokatpartnerselskab was founded in 2008 by Dan Moalem, Thomas Weitemeyer and Claus Molbech Bendtsen.

The ambition was never to become the largest law firm in Denmark. The ambition was, and still remains, to be the preferred lock-step law firm within Corporate M&A and Disputes & Investigations in Denmark.

To achieve our ambition, we believe in hiring and developing talent with an exceptional and long-term appetite for experience.

To secure our constant uncompromising focus on our clients and their assignments, we operate our Firm by subscribing to a rigorously firm wide applied lock-step model.



We operate an international business and train our employees to collaborate across borders

**Pro bono work
has always been
an intrinsic part
of our culture.**

Many of our attorneys volunteer their time on our pro bono projects and at legal aid offices, and over the years we have donated to a diverse and far-reaching range of causes, from environmental causes to supporting ethnic, religious and sexual minorities. We passionately support the fundamental freedom rights. Including the promotion of gender equality.

Actions and Outcomes in 2020

Our sustainability efforts rest on two main pillars:

Social and Environmental Sustainability.

We have supported approx. 20 stand-alone charitable projects, financially or via pro bono work, in addition to our approx. 20 ongoing collaborations in 2020.

Examples of projects that we have supported can be found here:
moalemweitemeyer.com/sustainability.



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

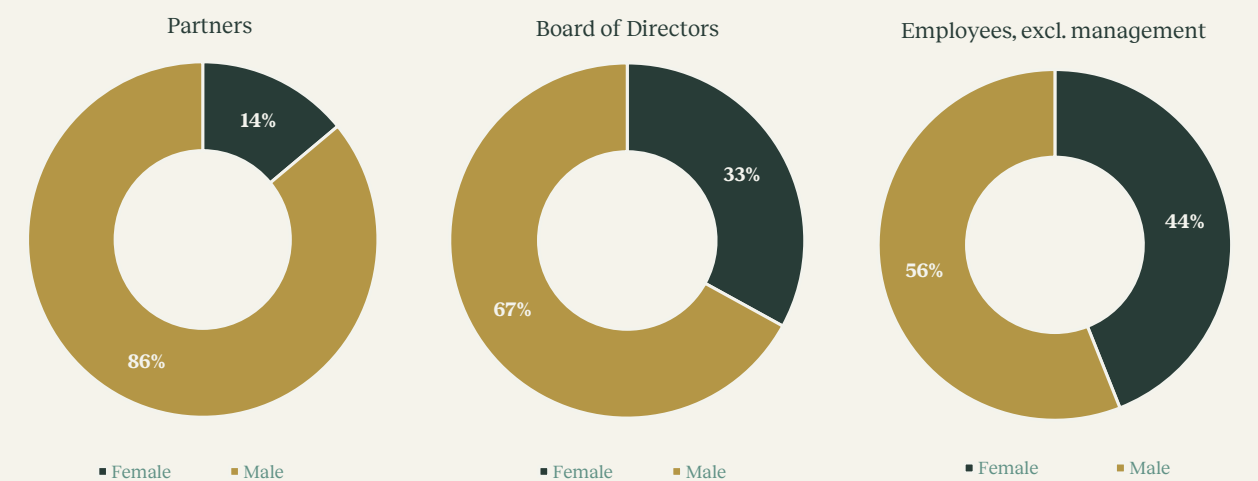
Inclusion

At Moalem Weitemeyer, we have a strict zero-tolerance for workplace harassment in any form. This includes physical, verbal, sexual or psychological harassment, abuse or threats.

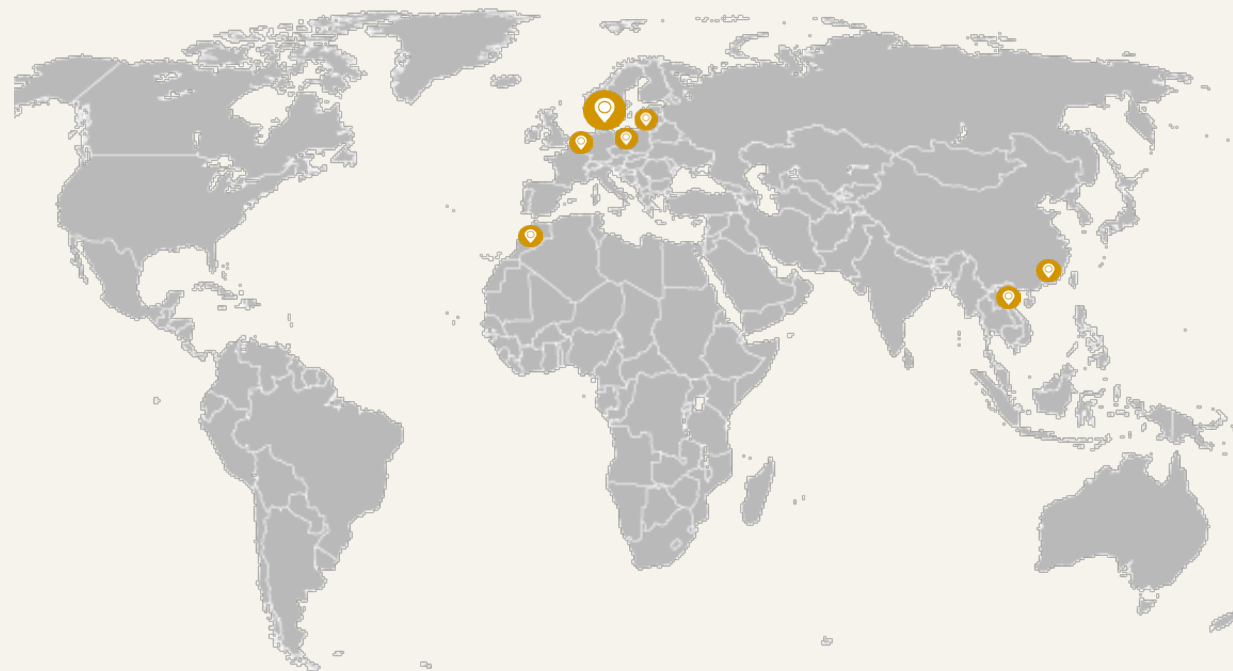
We believe that our differences across gender, ethnicity, religion and social backgrounds are sources of strength, both personally and professionally. Diverse teams bring a wealth of viewpoints needed when solving complex legal issues, and inclusion drives collaboration and business performance, enabling us to

find innovative solutions for our clients and ourselves.

We make this very clear via our Code of Conduct, which is publicly available on our website, as well as our employee handbook, which is available internally on our intranet. Both documents form part of our onboarding package and are discussed with each individual new employee as part of their onboarding process. Our values and principles are debated in the Firm on an almost weekly basis in various formats



Gender ratios at Moalem Weitemeyer



Our suppliers

Suppliers and Business Partners

We ensure that we only work with suppliers and business partners who uphold the same ethical standards as ourselves in relation to human rights and labour conditions.

Almost all of our merchandise is produced by suppliers who are [ISO certified](#) and who are members of [Amfori Business Social Compliance Initiative](#) as a step to ensure so-

cially responsible operations in our supply chain. Members of the Amfori BSCI adhere to a Code of Conduct which includes 11 principles addressing labor rights, environmental rights, and anti-corruption standards

Support for other Organizations

We support, financially and via our pro bono efforts, organizations committed to securing human rights in Denmark and abroad.

[#indifferenceisevil](#)

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Employee Participation

We actively encourage our employees to participate and influence the workplace environment, daily as well as through our four internal committees: our Sustainability Committee, our Health and Safety Committee, our Work Liaison Committee, and our Team-building Committee.

We believe that being able to influence one's own work promotes a sense of responsibility within the individual as well as a general joy of working (in Danish: *arbejdsglæde*) which contributes proactively to bringing down the amount of sickness days.

Naturally, we also ensure that our employees have access to good working facilities, including optimal IT equipment, adjustable chairs and desks, air flow and comfortable temperatures.

Innovation

As lawyers, we create innovative solutions to complex issues. Innovative thinking is key to a sustainable future, which is why we are deeply engaged in the start-up community in Denmark. We wish to see driven, entrepreneurial people succeed in their endeavours and to support sustainable financial growth, and we do this by providing advice pro bono to start-up companies.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We do our best to protect the planet for current and future generations. One of the ways is by striving to minimize the use of plastics and any single-use items at our offices. In 2020 we abandoned all use of plastic water bottles and replaced them with refillable glass bottles and a common use soda machine. We have also abandoned all use of plastic single-use tableware at our events and replaced them with recyclable products.

We strive to minimize energy consumption and waste at our offices. In 2020 we implemented the rule that employees must bring their laptops to meetings instead of print-outs, and to generally be mindful of paper consumption.

We hold our suppliers of office and merchandise material to high standards and strive to use environmentally friendly products, including recycled paper etc. to the widest possible extent.

In 2020, our travel activities were significantly less than normally. Granted, this was originally not by choice, but a result of the COVID-19 pandemic. The outcome in terms of CO2 emissions, however, is the same, which is fewer. Like many others, it also made us realize that in many cases, online solutions can replace the physical meetings. Not always, but often. In this light, we have now downloaded a CO2 calculator which we will be using to track our emissions from 2021.



We have replaced all plastic water bottles with refillable glass bottles

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

All Moalem Weitemeyer attorneys are members of the Danish Bar and Law Society. The Society guards the integrity and independence of attorneys. Thus, all Moalem Weitemeyer attorneys are encompassed by the Danish Bar and Law Society's supervisory and disciplinary system and the rules on good legal ethics.

As attorneys, we take confidentiality extremely seriously, and we have rigorous policies in place to ensure Confidentiality and Data Protection. We have internal Anti-Money Laundering and Anti-Terror Financing policies as well as policies to prevent Insider Information and Market Manipulation in place. Before assuming any new assignment, we carry out conflict of interest checks against

our records, and we follow a strict KYC (know your client) procedure to ensure that all relevant information about our clients is collected and kept up-to-date.

Our [Privacy Policy](#) is available on our website, and all of our internal policies are all available to our employees via our intranet and are also handed out as part of our onboarding process for new employees. We regularly host internal seminars to keep all employees updated on the current rules relating to the above.

Based on a firm belief in the fundamental freedom rights of all people, we support, financially and via our pro bono efforts, organizations committed to securing such rights in Denmark and abroad.



Our Ambitions for 2021 and beyond

As far as sustainability efforts go, 2020 has been an active year for us. We look forward to keeping improving and evolving in this respect.

One of the ways we intend to do this is via our Firm's participation in the Young SDG Innovators Programme in 2021.

By formally allocating time and resources to the development of our work with the SDGs, the ambition is to become even more sustainable in the way that we work and engage with each other and with our planet.

Our Sustainability Committee has increased our Firm's budget for donations to valuable causes in 2021. We will continue to support, financially and via our pro bono efforts, organizations working to secure the fundamental human and freedom rights in Denmark and abroad. The Committee has decided to increase our firm's focus on environmental causes and on helping children and youth move up in the world, including by working with Greenland and homeless youth in Denmark.

An increased focus on the environment also means continuing to transition our office supplies and merchandise into recyclable and environmentally friendly materials, and to use energy saving electricity. Specifically, we are working with our building manager to implement better waste recycling.

We will continue to only work with environmentally conscious suppliers and business partners who ensure fair working conditions in their manufacturing and transportation. We are also excited to put the CO2 calculator into use, to track and thus strategically work to minimize our emissions.

We are devoted to being a diverse and inclusive workplace, and a safe place for everyone. We have no specific male/female/other quotas, as we hire based on merits, not based on rates. Our efforts are focused on ensuring that our Firm is an attractive workplace for *everyone*. As a sponsor of the Copenhagen Pride, we are able to seek advice and to participate in the talks that they host in order to improve and to know how to better track the results of these efforts.



On the occasion of the most recent Copenhagen Pride, we hosted an internal celebration and quiz

Thank you.

Thank you for reading our Communication on Progress.
For more information, please contact:

Barbara Holden Lockhart

Head of Communications & Engagement
barbara.lockhart@moalemweitemeyer.com

Moalem Weitemeyer Advokatpartnerselskab
Amaliegade 3
DK-1256 Copenhagen

CVR 31 62 78 85

moalemweitemeyer.com



Moalem
Weitemeyer