

# COMMUNICATION ON PROGRESS

**Moalem Weitemeyer Advokatpartnerselskab**

**2021**

## Statement of Commitment

High ethical standards are at the core of everything that we do. As a Tier 1 Corporate M&A and leading Disputes & Investigations 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 joined the [UN Global Compact](#) as we strive to advance corporate responsibility, the 10 Principles and the Sustainable Development Goals.

Our sustainability initiatives support this mission.

In 2021, we have continued to strengthen our sustainability efforts and employee engagement. We have renewed our support for several of the pro bono projects that we took on in 2020 and before. We participated in the UNGC Young SDGs Innovators Programme, a sustainability accelerator programme focusing on the way our Firm might play a role in advancing the SDGs.

I am pleased to confirm that Moalem Weitemeyer Advokatpartnerselskab affirms its support of the 10 Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this our first official Communication on Progress, 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

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COLLABORATE  
DEDICATE  
MOTIVATE  
INNOVATE  
EVALUATE



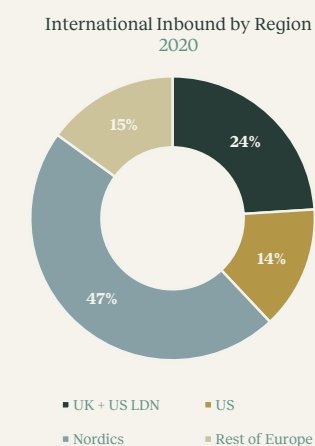
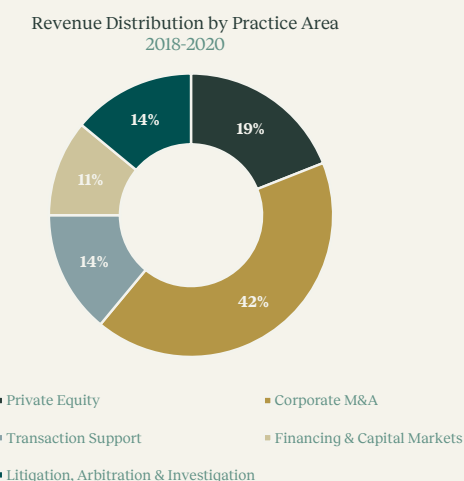
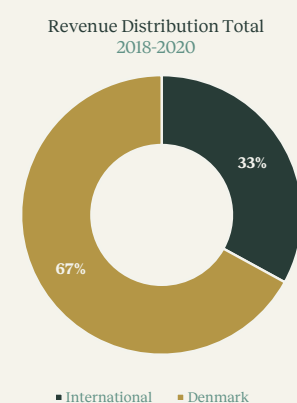
## Our Story

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 lockstep model.



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

**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 and 2021

Our sustainability efforts rest on two main pillars:

Social and Environmental Sustainability.

We have supported approx. 10 stand-alone charitable projects, financially or via pro bono work, in addition to our approx. 20 ongoing collaborations in 2020-2021.

Examples of projects that we have supported can be found here:  
[moalemweitemeyer.com/sustainability](https://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.*

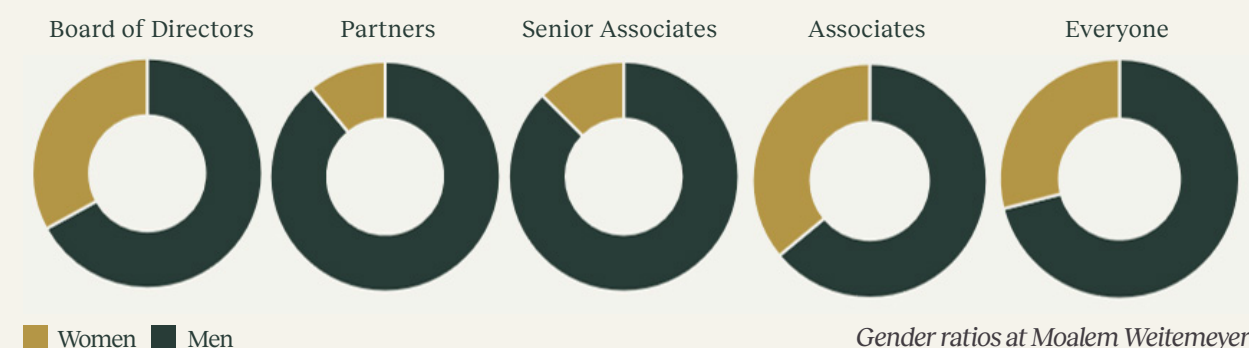
### Inclusion

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.

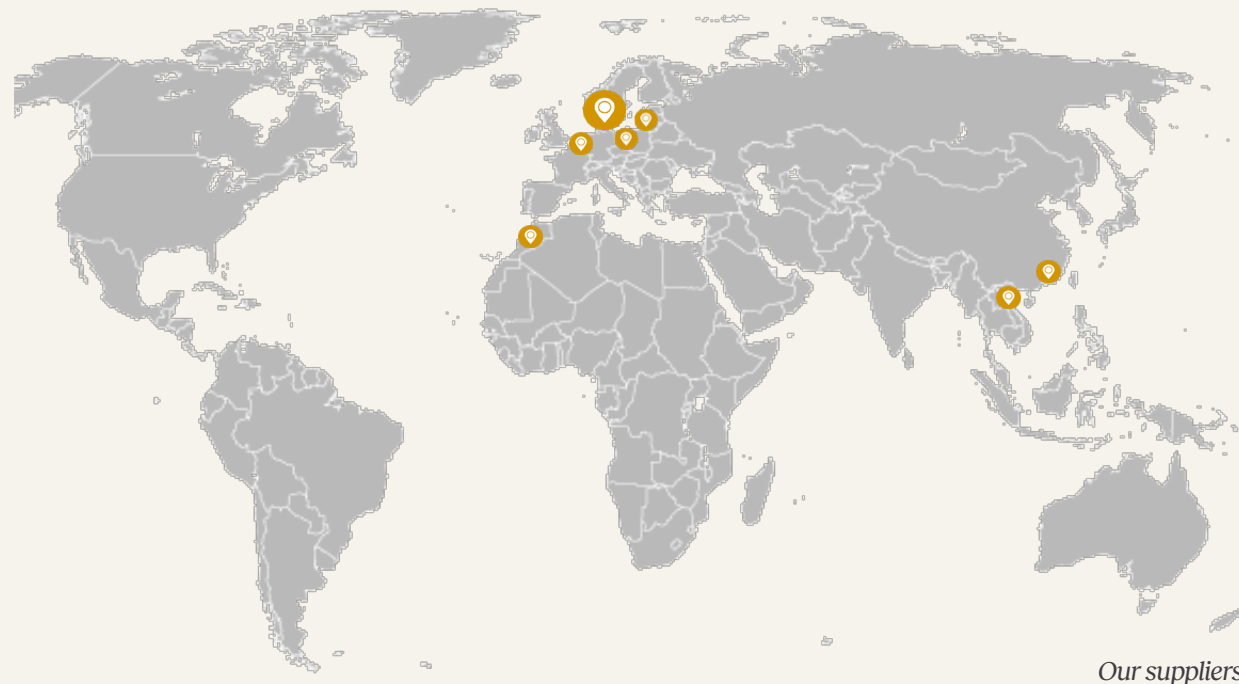
We believe that our differences across gender, ethnicity, religion, and social backgrounds are sources of strength, both personally and professionally. Diverse teams bring a wealth of viewpoints needed when solving complex legal issues, and inclusion drives collaboration and business performance, enabling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

We are proud partners of [Happy Copenhagen](#), the project organization founded by Copenhagen Pride and Pan Idræt to organize and deliver WorldPride and EuroGames in 2021. Despite the COVID-19 pandemic, it was possible to go through with the WorldPride, albeit in a different form than originally planned, with smaller events and 6 marches instead of 1 major parade, and it was indeed a success. In addition to assisting the organization with legal advice, our Firm attended 1 of the 6 marches as a family event, celebrating everyone's right to be who they are. The WorldPride in Copenhagen is over, but we are very pleased to continue to assist the Copenhagen Pride organization pro bono going forward.







### 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 labour 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](#)

### Young SDG Innovators

In 2021, our Firm participated in the UN Global Compact [Young SDG Innovators Programme](#) (YSIP), an accelerator programme with the aim to find concrete solutions as to how businesses may advance the Sustainable Development Goals.

During 52-day bootcamps over the course of

8 months, our 2 participating employees investigated the challenges faced by our Firm and how we might be part of a solution. One of the challenges that we identified was the fact that while our Firm is consistently trying to minimize our carbon footprint, we are a knowledge-centered business and not a production company and thus our impact is limited. One of the outcomes of the YSIP

## 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 in the workplace, daily as well as via our 4 internal committees: our Sustainability Committee, our Health and Safety Committee, our Work Liaison Committee, and our Teambuilding 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 number of sick days.

It is important that our employees have access to good working facilities, optimal IT equipment, adjustable chairs and desks, air flow and comfortable temperatures.

In 2021, our Firm has grown, and we are therefore in the process of finding a new domicile that will ensure the optimal working environment for everyone. In this connection, environmental factors are also taken into consideration, such as energy consumption etc.

### 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 support sustainable financial growth, and we do this by providing advice pro bono to start-up companies.

programme, however, was the realization that the focus which our Firm historically has had on societal sustainability, particularly human rights and children and youth, is one of our strong suits and an area where we can create a positive impact. While the YSIP programme has ended, work has not, and with the knowledge and lessons gained from it, we are better equipped to continue our efforts.



## 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. We have also abandoned all use of plastic single-use tableware at our events and replaced them with recyclable products.

Our office building is an old Copenhagen building [listed as worthy of protection \(level 4\)](#). This means that there are certain limitations to minimizing its environmental impact in how we use it. We do, however, strive to minimize energy consumption as well as waste at our offices. This includes nurturing positive daily habits, such as remembering to turn off the lights, maintaining good air quality by airing out and having green plants around, and to bring laptops to meetings instead of printouts, and generally be mindful of paper consumption. It also means changing food habits, and in 2020 we implemented restrictions on how much meat is served at our offices. This,

among other conscious food and procurement choices, have caused a reduction in our CO2eq from 2.4 tonne in May 2020 to 1.9 tonne in the same period this year.

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: fewer. Like many others, it also made us realize that in many cases, online solutions can replace physical meetings. Not always, but often. In 2021, travel by air is still significantly lower than pre-COVID.

In 2020 we set the intention to use a CO2 calculator to track emissions. While we have not yet tracked our transportation or IT-based emissions, we have begun tracking our carbon footprint as regards food consumption and printing. We have been able to bring down emissions due to, inter alia, the above-mentioned meat restrictions. It is our intention to increase the use of these tools to monitor and improve with respect to our environmental impact.



*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 2022 and beyond

As far as our sustainability efforts go, 2020 and 2021 have been active years. We look forward to keeping improving and evolving in this respect.

Last year, our Sustainability Committee 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 continuing to help children and youth move up in the world. A collaboration which has become dear to our hearts, and that we intend to continue, is with 5 Skoler, who build schools for Syrian children living in refugee camps in Turkey with all that follows, such as providing warm clothes, fostering healthy hygiene habits and providing learning material.

An increased focus on the environment also means continuing to transition our office supplies and merchandise into recyclable and environmentally friendly materials and using energy-saving electricity.

In the past year, we have succeeded in getting the building manager to implement better waste recycling at the office building.

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, however we do track the gender ratio in our applicants as well as those who are called for an interview so as to have a view of whether there is satisfactory balance. As a sponsor of the Copenhagen Pride, we also seek out information and inspiration via the partner events that they host so that we may continue to improve in this respect.



*On the occasion of Copenhagen Pride 2020, we hosted an internal celebration and quiz*

*At the WorldPride 2021, we attended the march and closing ceremony with colleagues and family*





# Thank you.

Thank you for reading our Communication on Progress.  
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