



CORPORATE RESPONSIBILITY

Sustainable business development



This is our **Communication on Progress**
in implementing the principles of the
United Nations Global Compact.

We welcome feedback on its contents.

BECH-BRUUN

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CORPORATE RESPONSIBILITY

– PART OF OUR CORE BUSINESS

During the past year, we have been busy following up on last year's initiatives and have strived to integrate our corporate responsibility (CR) programme into our organisation. CR forms an integral part of our core business and business strategy and creates a stable foundation for sustainable business development.

Our primary focus, during the past year, has been on offering advice to, and entering into dialogue with, other companies on CR. New measures include more visible CR consulting and knowledge sharing, as well as think tank meetings and seminars for our employees and clients on the legal aspects of CR. We have, in addition, prepared a business case for the Confederation of Danish Industry's CSR Compass (CSR Kompas) on CR work in a service company.

Well-being, health and education are paramount to Bech-Bruun. In the past year, we have had a distinct focus on talent and education, which resulted in the launch of a special talent and retention programme, which initially involves identifying women's priorities with respect to their careers. Our efforts in this specific field are consolidated by our participation in the ambassador corps network, Ambassadørkorpset, which aims to ensure that more women occupy leadership positions.

At Bech-Bruun, we have also successfully organised our pro bono work and are proud to be the first Danish law firm to

join the international pro bono network TrustLaw Connect, which offers legal cross-border assistance to NGOs.

As part of our environmental commitment, we have instituted a green procurement policy aimed to source, whenever possible, environmentally sustainable products and services. As part of our environmental approach, we are also looking at the possibility of obtaining an eco-friendly certification of our photocopying machines. Our new office building in Aarhus will be as environmentally friendly as possible.

At Bech-Bruun, we are in the process of streamlining our case handling and invoicing systems for the purposes of enhancing the quality of our conflict search and money laundering procedures.

Welcome to our second annual CR report.

A stylized, handwritten signature in dark ink, reading 'Randi Bach Poulsen'.

Randi Bach Poulsen
Managing partner



LABOUR STANDARDS

Strong focus on education and development

Education is a top priority at Bech-Bruun. Being a knowledge-based firm, supplementary training and talent development are essential attributes. As a consequence, our comprehensive in-house training programme for employees and clients, Bech-Bruun Academy, continues to offer a wide range of courses. In 2010, 216 courses were held under the programme.

In recent years, we have made strenuous efforts to spread the CR message. Efforts include organising numerous CR seminars and giving lectures at large CR and Cleantech conferences.

” It was interesting to learn how to manage CR. At the course, I received answers to all the questions I had before the course, and we addressed issues that I had not even thought of beforehand ”

Client evaluation after participation in a CR course

Last but not least, our CR partners, Monica Reib and Mette Klingsten, have made a concerted effort to incorporate the CR principles into a corporate context.

” Corporate responsibility is attracting increased attention from senior management in the corporate sector, and today, many companies are obliged to issue a CR report. Among other things, we assist our clients in reviewing business procedures, contract terms and conditions as well as employee conditions for the purposes of integrating CR into their day-to-day business ”

Monica Reib
CR partner

In recognition of our efforts with respect to corporate, social and environmental responsibility, the Confederation of Danish Industry has elected Bech-Bruun as a case company in their highly esteemed online tool, CSR Compass. Companies can be inspired by the CSR Compass, when drawing up strategies in this area.



Closer to students – and the corporate sector

Based on our desire to contribute to enhancing talent among future Danish lawyers, we have taken additional initiatives in the area of education. Under the mentor scheme established by the University of Copenhagen, our lawyers offer guidance to selected students. Through the mentor scheme, we can obtain insight into the working methods utilised by students and assist them to define their future career opportunities and facilitate their entry into the labour market.

We also collaborate with the University of Copenhagen on an industrial PhD programme designed to bridge the gap between theory and practice. The industrial PhD programme offers junior associates an integrated work/study programme, bringing the student in closer contact with the corporate world.

” Being able to combine legal research and work as a junior associate offers great advantages. You stay in contact with the corporate sector and can apply input from your job as junior associate to your PhD work – and vice-versa ”

Mathias Krarup
Industrial PhD student and junior associate

Key focus on talent development

For many years, lawyers at Bech-Bruun have had the opportunity to participate in a supplementary training programme established as part of our focus on talent and competence development.

We are currently testing a career development programme designed especially for women. A team of our young female lawyers are participating in a so-called test programme, which aims to explore the priorities that women need to take a position on, if they want to pursue a career.

” Today, we are seeing an increasing number of extremely talented female candidates, and we would like to mirror the gender breakdown of our clients’ employees consisting of an ever increasing number of talented women in senior management positions ”

Randi Bach Poulsen
Managing partner

The programme will be evaluated in the course of 2011 with a view to determining its final form. The future aim is for the programme to be targeted at both men and women.



Ambassador for women in management positions

In February 2011, Randi Bach Poulsen, managing partner, was appointed ambassador of the ambassador corps network, Ambassadørkorpset, for more women in leadership positions, which is a collaboration between the Danish Minister of Gender Equality and the Confederation of Danish Industry. The network's key objective is to motivate more women to strive for a career in leadership.

As a member of the ambassador corps network, Bech-Bruun is participating in the Confederation of Danish Industry's strategic initiative called LederDepeche 2011, launched by the ambassador corps network to boost the number of women in leadership. Companies participating in the network are matched two by two with a junior manager and a manager joining forces in a mentor arrangement, which enables the junior manager to get an insight into the manager's day-to-day work.

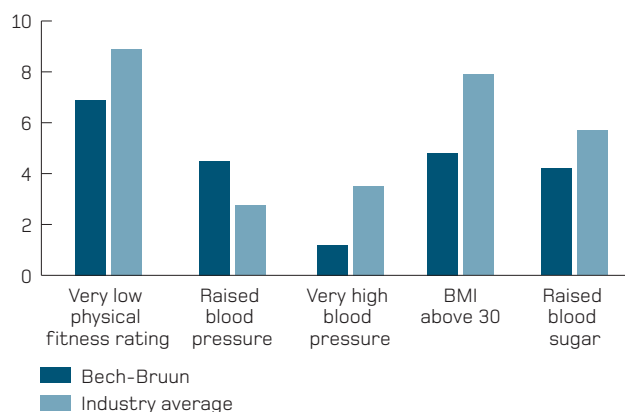
As part of its efforts in this area, Bech-Bruun has also signed the *Charter for More Women in Leadership* and *Operation Chain Reaction (Operation Kædereaktion)*, both aiming to attract more women into leadership positions. With these initiatives, we hope to support Bech-Bruun's talent development and to incentivise more women to choose the path to law firm partnership – and to leadership positions in general.

Health and well-being

At Bech-Bruun, we offer our employees free health checks. The health checks allow our employees to obtain regular health status updates. In 2010, our employees' general health was well above the national average for peer companies, and we are proud to observe that our efforts in the area of health and well-being are worthwhile.

As we are currently in the midst of introducing a range of new survey parameters, such as talent development, we have decided not to conduct an employee satisfaction survey in 2010/2011.

HEALTH CHECK



Source: Healthy Company

HUMAN RIGHTS

2010 saw our first report on CR, which was presented in connection with our participation at the UN Global Compact Leaders' Summit in New York. The main item on the agenda was following up on the UN 2015 Development Goals, while at the same time motivating companies to assume a higher degree of responsibility for the work involved.

We continue to support the achievement of these goals, among other things, by taking an active part in the *World's Best News* campaign, which aims to spread the message that efforts against poverty make a difference.





In the course of the past year, we have developed our pro bono work internationally, and as the first Danish law firm, we have joined the international pro bono network TrustLaw Connect. TrustLaw Connect facilitates contact between us and international organisations in need of legal assistance. We are currently assisting a Chinese NGO from the Environmental and Resource Law Institute in China with preparing a handbook on environmental law.

” The project serves a higher purpose, namely that of expanding knowledge of the environment and the rules serving to protect it ”

Anne Sophie K. Vilsbøll
Senior associate

Furthermore, we still provide extensive advice to organisations such as Save the Children Denmark and WWF and have, for a number of years, collaborated with the entrepreneurs' organisation and network CONNECT Denmark.

Below is a selection of some of our many pro bono activities:

ORGANISATION	ACTIVITY
 Red Barnet Save the Children Denmark	Drafting of wills and testaments
 WWF	Contractual matters
HOLD DANMARK RENT	Directorship
 CONNECT DENMARK	Advice to entrepreneurs
 Maternity Worldwide saving lives in childbirth	Corporate law matters



THE ENVIRONMENT

Consumption, recycling and energy

We have made purposive efforts at reducing the amount of waste we generate, while at the same time increasing our share of recycling materials. Since 2008, we have reduced the volume of waste by more than 11 tonnes. Our employees have, for example, printed less and have remembered to dispose of paper in our recycling containers.

Our consumption of electricity is continually decreasing and has been reduced by an impressive 9% since 2008. Our consumption of water and heat has, however, increased. The former may be explained, in part, by our transition from bottled water to tap water and by the fact that more of our employees cycle to work, which places an increased burden on our shower facilities. The increased consumption of heat is due, in particular, to the very cold winter.

CONSUMPTION AND RECYCLING (TONNES)	2008	2009	2010
Cardboard and paper for recycling	9.1	11.7	12.6
Other recycling	5.4	4.2	1.5
Total volume of waste	106.1	97.6	95.0

ENERGY	2008	2009	2010
Water consumption (m ³)	3,165	3,573	4,050
Electricity consumption (kWh)	1,044,548	984,918	950,096
Heating (m ³)	16,698	19,906	24,440

Green initiatives

We are currently working on a number of green initiatives. One of them is implementing a green supplier policy and looking into the possibilities of making our internal print-works greener.

In the autumn of 2013, our Aarhus offices will relocate to new premises at the planned 23-storey energy-friendly office building, which will become a landmark in the City of Aarhus. The building will be Aarhus's first commercial building with a first class energy rating.

” The location is perfect for us and our clients. And it is important that it is not only an amazing, but also an energy-friendly, building ”

Jesper Bøge Pedersen
Partner

Transportation

We continue to encourage our employees to use their bicycles for transportation and support initiatives, such as the campaign “*We cycle to work*”. In this manner, we can make a difference which benefits the environment and the health of our employees.

In support of our transportation theme, we have also entered into an agreement with the company Baisikeli, which visits us once a month to repair our employees' bicycles during office hours.

Our collaboration with Baisikeli also includes the leasing of a particularly sturdy cycle, which will be sent to Africa after having been used for three years by our employees.





ANTI-CORRUPTION

Globalisation

As part of a broad Asia strategy, we launched Bech-Bruun's Chinese Desk in January 2011, aimed at assisting Danish companies in China and Chinese companies planning to set up in Denmark. With our increased international activities, we have become increasingly aware of the way in which we operate our business and the guidelines we want to follow.

Efficiency enhancement and data management

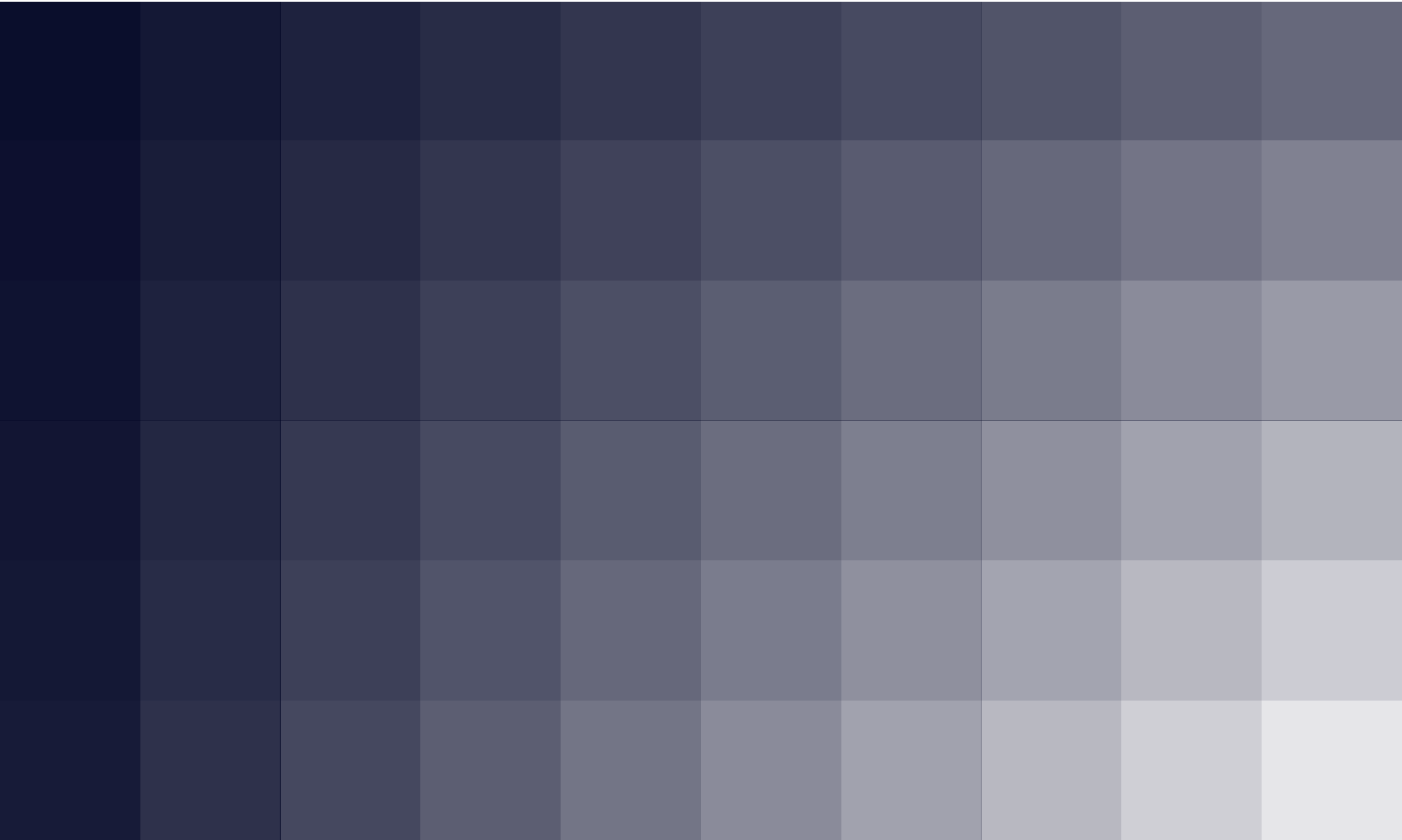
Since the autumn of 2010, we have worked intensively on implementing our new Client Relationship Management system (CRM system).

The CRM system provides us with a better overview and more centralised knowledge of our clients and other relations.

” Our clients will experience that our knowledge about them and their activities will improve with this professional tool, greatly facilitating cross-organisational knowledge sharing ”

Janie C. Nielsen
Business development and
communications director

As part of the development of both the professional and operational aspects of our business, we are in the process of making our case handling and invoicing process more efficient. The goal is to increase the quality of our conflict search and money laundering procedures and to streamline case handling. This will improve both our job satisfaction and the quality of our case handling to the benefit of our clients.



We have set the following goals for the period to come and have decided how these goals are to be achieved:

GOAL	MEANS
We want to maintain high employee satisfaction	In the spring of 2012, we will conduct an employee satisfaction survey using a number of new parameters. The survey will tell us how we, as a company, can support the development and well-being of our employees.
We want to ensure talent development for all	This year, we have tested a special talent development programme for women. The programme will be expanded and will apply to both men and women.
We want to conduct at least two cases through TrustLaw per year	We are currently in the process of conducting our first pro bono case through TrustLaw. All cases we conduct must be in line with our business strategy and our areas of expertise.
We want to reduce our consumption of energy	We intend to launch initiatives such as campaigns directed at our employees in order to reduce our consumption of water and heat.
We want to increase the quality of our case handling	Before the end of the year, we will have implemented our CRM system and made our case handling more efficient.

BECH-BRUUN IN FIGURES

EMPLOYEES	2008	2009	2010	2011*
Total number of employees	443	459	458	463
Number of fee-earners	220	229	210	218
Number of partners	61	64	62	61
Percentage of women	60.3 %	60.1 %	59.6 %	58.7 %
Percentage of female fee-earners	40.5 %	41.9 %	39.0 %	39.0 %
Percentage of female partners	9.8 %	9.4 %	12.9 %	13.1 %
Average age	38.7	36.1	36.4	36.1
Average length of service (years)	6.6	6.4	6.3	6.4
FLEXIBILITY				
Women working reduced hours	90	77	44	43
Men working reduced hours	3	2	0	3
Employees with a mobile workplace	144	147	138	138
HEALTH				
Absence due to illness per employee working flexible hours (per cent)	5.1 %	4.1 %	3.6 %	4.6 %
Absence due to illness per fee-earner	1.4 %	1.8 %	1.6 %	1.2 %
SUPPLEMENTARY TRAINING				
Number of internal courses**	170	202	216	90
Participant satisfaction (on a scale from 1 to 5 with 5 being the highest)	4.0	4.1	4.4	4.3
Number of courses offered to clients	–	–	31	14
Participant satisfaction (on a scale from 1 to 5 with 5 being the highest)	–	–	4.6	4.5

* Measured as per 1 May

** All client courses are also open to employees and are therefore included in the number of internal courses

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