

Kromann Reumert's CSR-Report

May 2012

KROMANN
REUMERT

Foreword

by our Managing Partner

Welcome to Kromann Reumert's CSR Report 2012. This marks the third time that we report our CSR activities to the UN's corporate network Global Compact, the world's largest initiative for corporate social responsibility. We continue to support the Global Compact and its ten principles on human rights, labour, the environment and anticorruption, and we persist in our efforts to integrate them into our organizational and commercial processes so that CSR can become an even more natural part of our business.

We have already made significant progress towards fulfilling our goals for CSR work heading towards 2013. This is first and foremost due to a very high level of commitment from our employees. They are the entire driving force behind the initiatives that we are currently implementing in our efforts to help promote the UN's goals on sustainable development.

Over the past year we have been working towards becoming more ambitious in CSR by, among other things, helping to drive the development of CSR in business and promote awareness of Global Compact. It is for this reason that we have added CSR as a parameter for consideration when Kromann Reumert's partners want to assume directorships and seek permission from the firm's management to do so. This ensures that consideration of CSR and discussion about how such companies can work with CSR becomes a central part of board work.

It is our vision to set the standard within the legal profession. Similarly, our vision on climate is that we will set the standard within our industry for environmental and climate issues. And we are well on our way. In fact, by the end of 2011 we had already reached our goal of reducing our CO₂ emissions by 20%, even though our original expectation was that it would take us until the end of 2012 to achieve this goal. Therefore, we are now set-

ting our sights even higher in our efforts to reduce our carbon footprint. Read more in this report under the section Environment and climate.

Even though we seek to make a contribution in multiple areas, our business is driven by legal advice and it is therefore within this area that our core strengths in CSR lie. It is here that we can help make the biggest difference.

We continue to provide legal assistance to our selected pro bono partners, which this year count 11 organizations. Detailed information regarding the status of the goals set in our last report and our objectives for pro bono work going forward are included in the section Partnerships and pro bono.

During 2011 we supported the Danish campaign Verdens Bedste Nyheder (in English, 'The World's Best News') and until 2015, we will continue to support the UN's 2015 goals to fight poverty worldwide. Our involvement in helping the poorest people in the world makes sense – along with the rest of the initiatives we have described in this report – because 'credibility' is one of our core values.

We hope you enjoy the report!



A stylized, handwritten signature in white ink, consisting of a large, sweeping 'C' followed by a few smaller, connected strokes.

Claus Juel Hansen, Managing Partner

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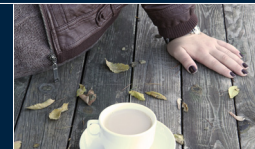
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We welcome your feedback

Kromann Reumert is interested in receiving comments on this report or, more generally, on our work within CSR. You can email our Communications Manager, Kirsten Hejlskov Jensen, at kje@kromannreumert.com, or our Communications Consultant, Henriette Sørensen, at hes@kromannreumert.com.

Vision

We set the standard

Values

Quality

We provide practical solutions with commercial and professional insight.

Commercial insight

We take the time to understand the business and needs of each client.

Spirited teamwork

We stand together as a team, dedicated and attentive in our work with each other and with our clients.

Credibility

We take responsibility for our actions, for our development and for one another.

Mission

Valueadding solutions and advice with dedication and focus.

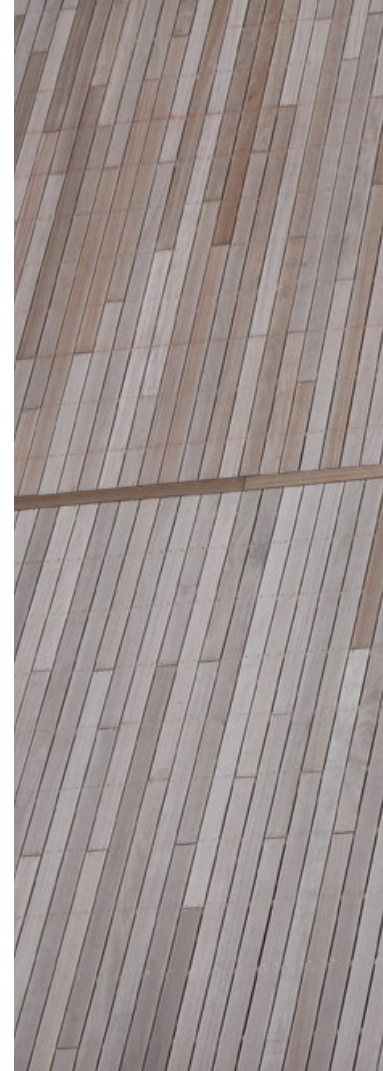


Kromann Reumert: In brief

Kromann Reumert is Denmark's leading law firm, with offices in Copenhagen, Aarhus, London and Brussels. We employ a team of around 600 dedicated people who work with each other and with our clients in a dedicated and attentive manner. We have approximately 300 lawyers that cover a long list of practice areas and we continue to work on developing new areas to meet our clients' needs.

WE SET THE STANDARD It is our vision to set the standard within the legal profession. Good is not good enough – we want to be the best. This is why we continually place demands on ourselves to stay up to date on the latest in Denmark and internationally. We want to stay a step ahead.

OUR BUSINESS STRUCTURE Kromann Reumert is a partnership that shares risk and revenue equally. This ensures that all partners maintain a mutual interest in working together and always strive to handle each case in the best way possible – legally as well as commercially. It also guarantees an internal arrangement that assigns cases to precisely where we have the resources so that they can be addressed in the most efficient way by the most appropriate specialists.



The firm's supreme governing body is the Partners' Meeting which comprises all of the partners. The partners elect a Board of Directors consisting of five partners, who typically hold office for three-year terms. The Chairman of the Board of Directors is Partner Marianne Philip.

Kromann Reumert's Managing Partner, Claus Juel Hansen, is responsible for the day-to-day management of the firm. He works together with a professional Executive Management team, consisting of three directors: Tina Larsen, Silje Stener and Søren Villadsen. Together they are charged with providing support to our practice areas and developing them to the highest level possible.

Legal advice that can be applied in practice When we receive a new client, it is important to us that we develop an inherent understanding of how their business works. We ensure that accumulated knowledge about key aspects of our client's business is shared within the firm so that we can address individual tasks as well as possible, and with emphasis on creating value that the client can benefit from. We endeavour to deliver practical solutions and to be proactive, particularly where changes or potential changes in legislation, administrative practice or case law may be relevant to our clients.

It is our experience that flexibility and accessibility are keywords in the ongoing cooperation with our clients. That's why at Kromann Reumert the office is never closed. We are always ready to step in whenever our assistance is required.

Our international outlook Kromann Reumert is an internationally oriented firm with both Danish and international clients.

We are Denmark's only member of the worldwide Lex Mundi association, an extensive international network of 160 premier and independent law firms comprising more than 21,000 lawyers from around the globe. We are also active in most of the international lawyers' organizations – including IBA, ABA and AIJA, and several of our partners currently hold or have previously held executive-level positions in the international legal community. For our clients, the benefits of our unique international position include high-quality multi-jurisdictional advice and unique access to a range of specialists in almost every part of the world. At the same time, we are well placed to help our clients stay abreast of the latest international trends and developments, including those that may extend to Denmark. Through our Outbound Service we assist Danish companies, among others, with their international activities and the legal challenges that follow.

This requires that we follow our clients around the world. We are currently focusing in particular on China and India, both of which are still experiencing economic growth. Among other activities, we have established a team of lawyers who have extensive experience with Chinese relations, and our lawyer Mandeep Singh Rathour – who has an Indian background – is part of the team advising in connection with transactions in India. Over the last 12 months we have been involved in client acquisitions in, for example, Brazil, China, Australia, Ecuador and the US. This means that our lawyers must proactively immerse themselves in the laws, cultures and traditions in each of these countries. Included within these areas is CSR as an important focal point for us and Danish companies in connection with acquisitions and launching businesses abroad.

Danish companies typically have very high internal standards for CSR-related areas, and through our own knowledge and experience in this area, we can assist to increase awareness of Global

Compact's fundamental principles and raise the level of their application in many other places around the world.

Furthermore, Kromann Reumert is the first Danish law firm to establish 'International trade' as an area of focus, which covers topics like the global trade of goods and services of increasing importance both economically and politically.

In 2011 Kromann Reumert was awarded such titles as the 'Chambers Europe Awards for Excellence 2011 Denmark' and 'WHO'S WHO LEGAL The International Who's Who of Business Lawyers'. The year 2011 also saw PLC Which Lawyer, Chambers Europe, IFLR and Legal 500 give our firm top rankings within a long list of specialties, and similarly recognize a long list of our partners for their individual expertise.

Read more about Kromann Reumert at www.kromannreumert.



About this Report

This report is Kromann Reumert's third CSR Report – and also our third COP Report (Communication on Progress Report) – that we are required to present to Global Compact on an annual basis.

Our goal with this report is to provide our clients, employees and other interested parties with an understanding of how Kromann Reumert works with CSR and how we aim to make a difference.

The report is structured around Global Compact's ten principles that address aspects of the four themes: human rights, labour, the environment and anti-corruption. Additionally, the report also features a strong focus on partnerships, since the foundation of our CSR work is our employees and their desire to carry out pro bono work in a number of organizations.

The reporting year runs from Spring 2011 to Spring 2012. Within each theme of the report we also describe the specific period that is being addressed.

Our ambitions

Our CSR report for 2011 outlined two overarching goals or ambitions for our CSR work leading up to 2013:

Ambition 1

We will strive to integrate CSR into our own business and organizational processes so that it becomes a completely natural part of good business.

Ambition 2

We will strive to be part of the driving force behind the evolution of CSR within business.

FRAMEWORK GLOBAL COMPACT AS THE FRAME FOR CSR STRATEGY AND INITIATIVES

Ambition 1

Employee-run pro bono work +
CO₂ emissions targets

Ambition 2

Raise awareness of CSR and Global Compact



These ambitions also form the basis for the CSR activities described in this report and will remain so until 2013. But even though our overall ambitions stay the same, we continually strive to expand our goals and objectives within the four themes of human rights, labour, the environment and anti-corruption.

Ambition 1 With respect to Ambition 1, and as described in the section on Environment and climate, we have already reached our CO₂ targets – prompting us to set new and more ambitious goals. Additionally, we retain a high level of commitment to our employee-run pro bono work which has been further integrated into our legal business. More information about this is included in the section Partnerships and pro bono.

AMBITION 2 Regarding Ambition 2, our goal has been to increase awareness of the Global Compact and CSR in business. We have achieved this through several initiatives. Among other things, our Communications Manager, Kirsten Hejlskov Jensen, has had the opportunity to speak about CSR on multiple occasions and has given presentations on CSR in the context of introducing the Global Compact into small and medium enterprises.

We have also added CSR as a parameter for consideration when Kromann Reumert's partners want to assume directorships and

seek permission from the firm's management to do so. In this way we seek to ensure that CSR becomes a part of board work in external businesses, since members of the board are invited to directly consider and discuss how the respective business can work with CSR.

We have further attempted to increase awareness of CSR by providing meeting facilities and conducting various brunch meetings for SOS Børnebyerne (SOS Children's Villages), as well as holding a seminar for directors of charitable organizations where we addressed board responsibilities and Corporate Governance.

Moreover, through our involvement in the Danish campaign Verdens Bedste Nyheder ('The World's Best News'), we have helped to spread the word about reducing poverty. And Christian Lundgren, the partner responsible for pro bono work within our firm, featured in a Berlingske Business article about Kromann Reumert's CSR work with pro bono partnerships.

The activities mentioned above are just some of the things we at Kromann Reumert have done to raise awareness of both CSR and Global Compact. Other initiatives aimed at fulfilling Ambition 2 are described in detail within the individual themes of the report.

Facts about our CSR- organization

Kromann Reumert has established a CSR Steering Committee. The Committee is made up of the partner responsible for our pro bono work, Christian Lundgren, our HR Director, Søren Villadsen, our Director of Corporate Strategy & Branding, Sille Stener, the firm's Facilities Manager, Jane Meier Christiansen, and Communications Manager Kirsten Hejlskov Jensen who – together with Communications Consultant Henriette Sørensen – fulfils the practical role of project manager.

Steering Committee Member

Responsibilities

Christian Lundgren, Partner	Pro bono work
Søren Villadsen, HR Director	Pro bono work
Sille Stener, Director of Corporate Strategy & Branding	Ensuring our commitment to the Global Compact, and other CSR-related initiatives
Jane Meier Christiansen, Facilities Manager	Environment and climate and management of suppliers
Kirsten Hejlskov Jensen, Communications Manager & Henriette Sørensen, Communications Consultant	Ensuring our commitment to Global Compact, and other CSR-related initiatives. On a day-to-day basis, both take on project manager roles

The Committee meets four to five times a year to discuss both strategic goals and practical initiatives. Our HR Director Søren Villadsen works together with Christian Lundgren, one of the firm's partners, to oversee pro bono projects and maintain contact with the employee-run pro bono groups. The pro bono groups themselves are responsible for the work they undertake through their selected pro bono partnerships.

Jane Meier Christiansen, our Facilities Manager, is responsible for Kromann Reumert's work with climate and the environment, as

well as supplier management. Our Director of Corporate Strategy & Branding, Sille Stener, together with Communications Manager Kirsten Hejlskov Jensen and Communications Consultant Henriette Sørensen, has overall responsibility for ensuring our commitment to the Global Compact and other CSR-related initiatives.

Overall responsibility for Global Compact is therefore placed within the Corporate Strategy & Branding area so as to exploit its full potential in relation to our business, and integrate it into our corporate strategy and value chain.

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The world's best news

The 2015 Millennium Development Goals:

- Goal 1: Eradicate extreme poverty and hunger
- Goal 2: Achieve universal primary education
- Goal 3: Promote gender equity and empower women
- Goal 4: Reduce child mortality
- Goal 5: Improve maternal health
- Goal 6: Combat HIV/AIDS, malaria and other diseases
- Goal 7: Ensure environmental sustainability
- Goal 8: Develop a Global Partnership for development



WE SUPPORT

About the campaign

In 2011 Kromann Reumert continued its work as a partner in the Danish campaign Verdens Bedste Nyheder ('The World's Best News'), which is a cooperative effort between Danida, the UN and the Danish developmental organizations – including our pro bono partner SOS Børnebyerne (the Danish branch of SOS Children's Villages) – in the fight against poverty on a global scale.

Kromann Reumert's role was to raise awareness about the UN's Millennium Development Goals by broadcasting The World's Best News to as many Danes as possible.

We anticipate that in 2012 we will again support the UN's 2015 goals to end poverty throughout the world.



ten principles

HUMAN RIGHTS 1-2

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

ENVIRONMENT 7-9

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

LABOUR 3-6

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

ANTI-CORRUPTION 10

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

Human rights

The first two of Global Compact's principles concern human rights. Kromann Reumert helps protect human rights through several partnerships. Among others, we work with Institut for Menneskerettigheder (The Danish Institute for Human Rights), Copenhagen Pride, Reden (The Nest) and Reden International (The Nest International). We mainly provide legal assistance to these organizations, but in 2011 we also contributed by collecting various donations. Read more about these in the section Partnerships and pro bono.

RESULTS: MARCH 2011 – MARCH 2012

Last year, under the heading of human rights, we set a goal to create a code of conduct. We chose this goal because we strive to maintain a responsible supply chain. A code of conduct places demands on our suppliers to comply with particular standards regarding human rights. The status of this goal is:

Goal

We will require certain standards from our main suppliers

Activities

In 2011 we created a code of conduct to promote respectable working conditions and environmental standards in cooperation with our suppliers.



NEW GOAL: MARCH 2012 – MARCH 2013

In the coming year, we at Kromann Reumert will continue to make demands on our suppliers. We have therefore set out to achieve the following:

Goal

We will require certain standards from our main suppliers

Activities

In 2012 we will facilitate and implement our code of conduct. Among other things, this means that we will demand that our 20 largest suppliers live up to our code and the guidelines it contains. In the future, our code of conduct will be incorporated as a mandatory part of all supplier agreements with Kromann Reumert.

Labour

COMMITMENT Kromann Reumert's most important resource is its employees. They are fundamental to our business and the source of the results that are achieved every day – and the key to helping us maintain Kromann Reumert's position as the leading law firm in Denmark. It is therefore absolutely essential that we do our very best to ensure that our employees can continue to deliver highlevel results. That means that they must be nurtured and carefully managed within an environment that inspires and creates enjoyment through teamwork.

RESULTS In our last CSR report we described a series of goals and activities in areas that included knowledge sharing, workloads and cooperation. In the following sections we outline the status of these goals for the period March 2011 to March 2012.

KNOWLEDGE SHARING Over the past year we have worked to improve the sharing of both technical and commercial knowledge within local departments and across the firm. Sharing knowledge is an important aspect of our business because we need to deliver the newest and most up-to-date knowledge to our clients in order to provide the best quality advice and meet their specific needs.

The sharing of knowledge is also essential for problem solving. The more knowledge you have about a problem, the more confident you can be in finding a solution for it. With this in mind we have created an introductory folder for all of our newly recruited lawyers that essentially functions as an abbreviated guide to navigating all aspects of the job – from start to finish. The folder is a tool to increase the ease and efficiency with which our lawyers can tackle everyday problem solving.

We are currently developing a new intranet which will help make our work processes more transparent and, importantly, significantly increase the effectiveness of our knowledge sharing process.

We have also had success with implementing Key Account Management for a number of large clients. This has helped us gain a better understanding of our clients' businesses so that we can provide more specific advice that creates real value for their work.

ALLOCATION OF RESOURCES During the year we have also focused on how we can best allocate our resources so that we provide the right skills to departments that sometimes need extra help – at the same time as respecting our employees' work-life balance.

At a firm as large as Kromann Reumert, it is not always sufficiently clear who needs help. At the request of both managers and employees, our new intranet will introduce a resource barometer that makes it possible for each employee to indicate their workload level. This will make the process of allocating resources more transparent and make it easier for managers to distribute work.

Further, in 2012 we have introduced a new, flexible arrangement for trainee lawyers rotating from one legal department to another as part of their training. Our new system ensures that they develop strong ties with and stay closely connected to the department they have previously worked in and are given the opportunity to help out both their new and their old departments – depending on where resources are most needed.



COOPERATION We are consistently working to improve collaboration across the firm. As one example, we use our annual company day (known as 'V-Dag' in Danish) to concentrate on a series of team building activities. Additionally, we have also made efforts to strengthen the role of leadership in each of the legal departments by giving selected lawyers more management responsibilities. In 2011 we commenced a networking project that appoints selected lawyers as mentors for a number of trainee lawyers in order to give them guidance in building both their own and the firm's professional networks. The networking aspect is also one part of our extensive efforts to continually provide our employees with the best training possible so that they can continue to develop their skills.

EMPLOYEE DATA Our employee data for 2011 shows that the firm is continuing to grow with more employees and more partners, as well as also slightly more women than men.

We have done a great deal over the past year to increase employee welfare, including improving the working environment, switching raw ingredients in our kitchen to organic foods, organizing health weeks and giving all employees unlimited access to organic fruits, juices and coffee. We have also focused on subsidies for sports clubs, discount memberships for fitness centres, massages during work hours, and offering an ergonomic evaluation of workstations. Alongside this, absenteeism has dropped from 5% in 2007, 2008, 2009 and 2010 to only 3.4% per employee in 2011 (and as low as 3.1% if absences due to sick children are omitted). We cannot prove a direct link between these health initiatives and the decrease in absence due to illness, but we presume that this is a contributing factor. We will therefore continue to focus on health in 2012.





EMPLOYEE DATA

Employees in total	2007	2008	2009	2010	2011
Number of employees	483	547	596	585	588
Number of partners	57	54	59	67	70
Total percentage of women	54,9	53,2	53,2	53,2	54,9
Percentage of female partners	12,25	12,96	13,56	22	20
Average age	35,9	36,2	36,1	35,3	34,6

Health

Percentage of absence due to illness, per employee	5	5	5	5	3,4
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Work-life balance

Women working reduced hours	37	42	34	32	39
Men working reduced hours	0	1	1	1	2
Number of mobile workplaces	250	320	380	410	400
Results of employee satisfaction survey – work-life balance (rated on a scale of 1-100, where 100 is the highest)	60	67	-*	67	-*

Education

Total number of days that employees spent attending courses	-	2400	2600	2600	2700
Number of course days per employee	-	4,3	4,4	4,5	4,5
Number of internal courses	-	70	80	82	80

Employee satisfaction

Combined result – employee satisfaction (rated on a scale of 1-100, where 100 is the highest)	73	81	-*	80	-*
Management (rated on a scale of 1-100, where 100 is the highest)	70	74	-*	77	-*

The above table features employee data that is compiled every year from 1 January to 31 December.

**Since employee satisfaction surveys are not carried out every year, there are no results for 2009 and 2011. The next survey will be carried out in Spring 2012.*

GOALS FOR THE COMING PERIOD Rated against other Nordic countries, Denmark sits at the bottom in terms of the number of women in top-level management or board positions. We are therefore faced with the particular challenge of creating greater diversity in the workplace and encouraging more women to take on management positions. Studies have shown that there is a relationship between diversity and innovation, so it is important to make room for more women in management so that Danish companies can achieve the best results possible going forward.

One of Kromann Reumert's goals for the coming period is to help drive the changes that are needed to put more women in board positions. Our Chairman of the Board and Partner, Marianne Philip, and our Director of Corporate Strategy & Branding, Sille Stener, have collaborated with Heidrick & Struggles' Copenhagen office

to introduce the network Women Corporate Directors (WCD) into Denmark (also called a WCD Chapter).

Among other activities, a networking event will be held on 30 August 2012 to bring together board members from the highest levels of the Danish business community and female board candidates who could potentially join as new members of the Danish WCD network. At the event, a number of influential speakers will discuss board diversity, and participants will have the opportunity to network with each other in a speed networking session. Kromann Reumert's office in Copenhagen will host the WCD arrangement.

Other goals selected for the coming period are described in the table below.

NEW GOALS: MARCH 2012 – MARCH 2013

In the coming period we will work with the following goals and related activities:

Goals	Activities
Employee satisfaction survey 2012	We will conduct an employee satisfaction survey in Spring 2012.
Focus on secondment	We will continue to focus on making it both attractive and relevant for our employees to be seconded to businesses for short periods. It often increases the depth and breadth of our lawyers' commercial insight to get outside the firm and experience business challenges from a different perspective.
Focus on health initiatives	We will continue to focus on providing an environment that our employees can thrive in, with optimal conditions for maintaining a healthy lifestyle – even at work.
More leadership responsibilities for lawyers	In the coming period we will retain our focus on giving our lawyers more management responsibilities.
Focus on an increase in diversity and the appointment of more women to board positions	Using the network Women Corporate Directors (WCD) as a starting point, we will highlight the need for more women in board positions through activities like a networking seminar that brings together directors from the top tier of the Danish business community and women that are potential board candidates.



Environment and climate

COMMITMENT Kromann Reumert's work within the area of environment and climate originates from our vision on climate: We will set the standard within our industry for environmental and climate issues.

In 2008 we set a goal to reduce our CO₂ emissions by 20% by the end of 2012. We have already reached that goal. Therefore, we have set ourselves a new target to reduce our carbon footprint – and in doing so we have dared to be even more ambitious because our employees are so committed. We will cut our CO₂ emissions by an additional 10% within the next four years – that is, between now and the end of 2015.

ACTIVITIES Our staff in the Facility Services department are still highly involved in efforts to conserve CO₂, and they are especially proactive with regard to finding new ways to go the extra mile to reduce CO₂ emissions. At the same time, they have also faced a number of challenges in working towards the goals that we have set for ourselves.

First and foremost, we had torrential rain in Copenhagen on 2 July 2011; the likes of which had not been seen for 55 years. The result was flooding in many places – even in the basement of our offices at Sundkrogsgade in Copenhagen. That meant that we needed to have seven dehumidifiers running in our basement for between three to four months, and it used a significant amount of power.

In connection with the flooding we had to empty out our entire collection of approximately 33,000 archived cases to put new floor joists under the floor, and at the same time we decided to switch out all the lighting. We changed out 48 basic fixtures of 32-watt fluorescent lamps, replacing them with new

LED tubes that use only 18 watts per tube – or almost half the wattage per tube.

At the Copenhagen office our work to replace the fluorescent lighting with LED lights in our stretch ceilings turned out to be a greater challenge than first thought. An examination of the installations revealed that all of the electrical installations in the ceiling were illegal. Such work needed to be repaired by the landlord before we could switch to LED lights. In any event, we managed to complete the work in November 2011 and have now replaced all of the fluorescent lights with LED tubes in both Aarhus and Copenhagen, and have also replaced all of the transformers.

TRANSPORT An increasing number of our employees are choosing to cycle to work. The number of bicycles in our parking garage is on the rise, particularly in Copenhagen. Therefore, we have almost doubled the number of bike racks in our basement and now have room for up to 241 bicycles.

At the same time, we have also increased the promotion of video conferencing to an unprecedented level and the result has been a growing interest among our employees in the use of video conferencing facilities instead of travelling between Aarhus and Copenhagen. This option is attractive because it both saves time and reduces CO₂ emissions. In February 2012 we arranged for two additional offices – one in Aarhus and one in Copenhagen – to be fitted out with video conferencing equipment. We can now simultaneously hold two separate internal meetings with video conferencing.



In 2008 we set a goal to reduce our CO₂ emissions by 20% by the end of 2012. We have already reached that goal.



RESULTS: APRIL 2011 – APRIL 2012

Between April 2011 and April 2012 we reached the following goals and completed the following activities:

Goals	Activities
We will set new goals within the environment and climate area	We will reduce our CO ₂ emissions by 10% between 2012 and the end of 2015.
We will make our heating more efficient	<p>In our Aarhus office we have replaced 24 windows and are planning to replace some of the further 102 original windows to avoid heat loss.</p> <p>At our Copenhagen premises the heating is regulated in all offices.</p>
Reduce CO ₂ emissions when setting up new workstations	In constructing our mezzanine level in Aarhus we have installed only LED lighting and motion sensors for automatic on/off activation.
Replacement of the four ventilation fans on the roof of the Copenhagen office	Replacement of the fans was completed in Autumn 2011. We anticipate that this will reduce our CO ₂ emissions by 29 tonnes per year.
Continue our switch to LED lighting in both offices	<p>At the Copenhagen office our work to replace the fluorescent lighting with LED lights in our stretch ceilings presented a greater challenge than first thought. Analysis of the electrical installations in the ceiling revealed that they were illegal. Such work has now been repaired by the landlord and the lighting has been changed to LED. We completed the work in November 2011.</p> <p>In connection with this work we also replaced all of the transformers since this will improve efficiency.</p> <p>All of the fluorescent lights have been replaced with LED tubes in both Aarhus and Copenhagen.</p> <p>We are continuing to monitor developments in this area and to make changes where the reductions in CO₂ emissions will give us a return on investment in 2 years.</p>
Increased efforts in sorting waste	Our focus on the sorting of waste in Aarhus has resulted in an increase in the amount of recycled materials from 18% to 38%.
Transport	<p>The number of cyclists has increased, particularly in the Copenhagen office.</p> <p>We have installed bike racks in our basement to create 90 more bike parking spaces, which means that we can now cater for 241 bicycles. Effectively, this corresponds to giving 48% of our employees the opportunity to cycle to work.</p>

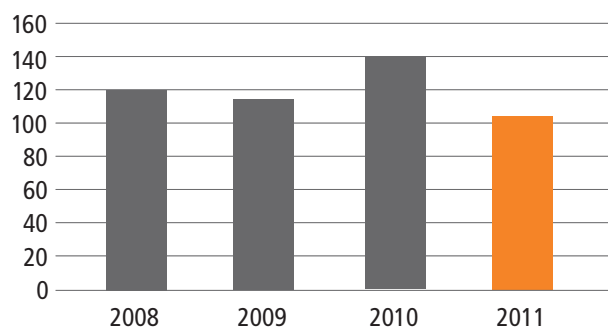
ENVIRONMENT AND CLIMATE DATA

The activities we have undertaken result in the following data:

	2008	2009	2010	2011	Comments
Waste (tonnes)	121	118	142	105	The reason for the reduction in waste is that our Copenhagen office has not shredded archived case files to the same extent as in previous years.
Waste sent to be recycled (tonnes)	-	68	67	43	Focus area for 2011
Electricity consumption (kWh)	1,670,161	1,855,118	1,776,946	1,746,576	
Electricity consumption per m ² (kWh)	84	78	68	66	
District heating (MWh)	1,542	2,090	2,777	2,304	District heating figures for 2010 are corrected here because data for the Aarhus office included in our CSR report for 2011 was incorrect. This means that the total figure for district heating in our two offices increased from 2,090 MWh in 2009 to 2,777 MWh in 2010. But it also means that the reductions between 2010 and 2011 are greater than originally calculated.
District heating (MWh per m ²)	0.08	0.09	0.11	0.09	
Water usage (m ³)	5,669	6,830	5,485	6,757	
Water usage (m ³ per m ²)	0.28	0.26	0.21	0.25	

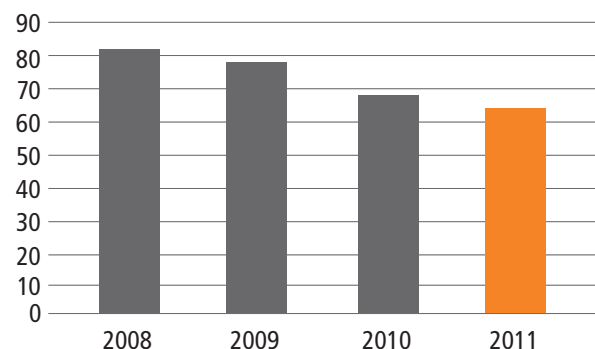


■ Waste in tonnes



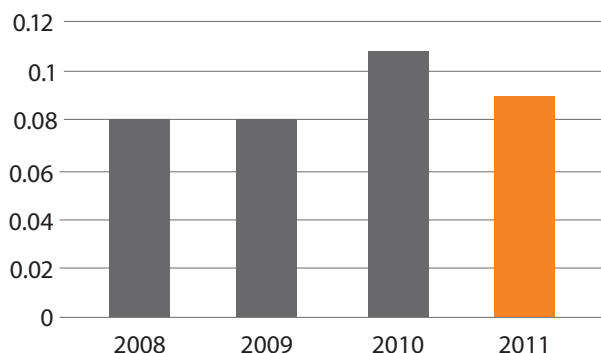
The reason for the reduction in waste from 2010 to 2011 is that our Copenhagen office has not shredded archived case files to the same extent as in previous years.

■ Electricity consumption per m²



The reduction in our electricity consumption from 2010 to 2011 is the result of efforts by Kromann Reumert's Facility Services department to specifically focus on saving electricity – and thereby reduce CO₂ emissions.

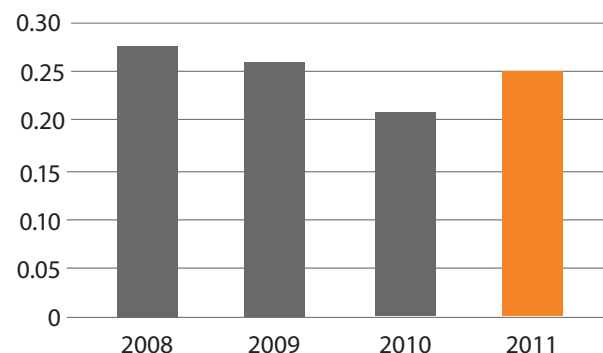
■ District heating in mwh per m²



The primary reason for the large increase in 2010 compared to 2009 is the difference in average outdoor temperature. The mean annual temperature is +7.7°C.

2009 was a very hot year with a mean temperature of +8.8°C, while 2010 was somewhat colder at only +7.0°C. Naturally, this means that there was a much greater demand for heating in 2010 than in 2009. Moreover, our Aarhus office had challenges in 2010 with the ventilation system's heating surface and some heating vents. The average temperature for 2011 was estimated at 9.0°C. The milder weather meant a reduction in our heating needs, which produced a good result for 2011.

■ Water usage, m³ per m²



The increase in our water usage for 2011 was due to a defective industrial dishwasher in our Copenhagen office, and we also identified an urgent need to replace old heating vents in our Aarhus office. Now we can prevent the inappropriate overuse of water in the future.

Measuring CO₂

Our goal to reduce our CO₂ emissions does not include district heating or transportation. Our CO₂ targets are based on CO₂ reduction per square metre and the following parameters are relevant to the calculations:

	2008	2009	2010	2011
M ²	19,938	25,925	25,999	26,561*

*We significantly increased our office space between 2008 and 2009, and again between 2010 and 2011.

CO ₂ emissions – electricity consumption	2008	2009	2010	2011
CO ₂ emissions in total (kg)	761,747	845,610	810,352	795,470
CO ₂ emissions (mwh per m ₂)	38	36	31	30

Overall, we have reduced our electricity consumption per square metre by 21.6% during the period 2008 to 2011. This means that we have reached our goal to reduce our overall CO₂ emissions by 20% from 2008. We have therefore set a new target to reduce our overall CO₂ emissions by a further 10% by the end of 2015. Next year's CSR report and others leading up to 2015 will be based on the 2011 figures.

NEW GOALS



NEW GOALS APRIL 2012 – APRIL 2013

We have identified the following goals to work towards before reporting again to Global Compact in Spring 2013:

Goals	Activities
We will further reduce our CO ₂ emissions	<p>Replacement of the existing cooling system with free cooling in the server room at the Copenhagen office is scheduled to take place in the first half of 2013.</p> <p>Finetuning of the cooling system in Copenhagen in Summer 2013, particularly if the weather is warm.</p>
We will further reduce our electricity consumption	<p>We will work on finding ways to make our automatic on/off lighting sensors activate from shorter distances in our hallways.</p>
We will further increase our savings on heating	<p>In cooperation with our landlord at the Aarhus office, we will review the central heating system with a view to replacing the 25 year-old pumps that use too much power.</p> <p>At the Aarhus office we will measure the flow temperature of water running into the radiators. If the water is too hot, we will have it regulated.</p> <p>At the Aarhus office we will investigate the return on investment involved with installing motorized control valves on all radiators within the leased premises, since there is currently no regulation of the heat relative to ventilation.</p> <p>Our heating must not use in excess of 120 kWh per square meter, which is the average consumption level for 75% of all office buildings.</p> <p>All figures will be published in subsequent CSR reports leading up to 2015, with the 2011 measurements serving as our point of departure.</p>



Environmentally friendly paper



In 2011 we finished replacing all of our letterhead paper with FSC-certified paper. We have changed our stationery, envelopes, writing pads, business cards, records and file folders, as well as greeting cards with matching envelopes.

We are extremely satisfied with the change and have not encountered any problems with quality. Kromann Reumert will therefore use only certified environmentally friendly paper in the future.

In the preceding two years, we have printed our CSR reports on FSC-certified paper. However, we have chosen not to print

this year's report in order to protect the environment and reduce both our paper usage and CO₂ emissions.

WHAT IS FSC? FSC is an international certification for wood and paper that ensures sustainable use of the forests that the wood is taken from. The certification guarantees consideration for nature, and the animals and communities that exist in and around the FSC-certified forests.

KLIMA PARTNER

OFFICIEL KLIMAPARTNER
TAGER AKTIVT MEDANSVAR FOR KLIMAUDFORDRINGEN

HORNS REV II HAVVINDMØLLEPARK
I PERIODEN: 2011 - 2015

Kromann Reumert's climate partnership with Dong Energy

At the end of 2010, Kromann Reumert entered into a climate partnership with DONG Energy. The joint initiative is designed to help us further reduce our CO₂ emissions through access to professional advice, and at the same time support the production of renewable energy.

KROMANN REUMERT IS CO₂ NEUTRAL Kromann Reumert buys RECS certificates from DONG Energy corresponding to the 1500 MWh of electricity that we consume annually for our offices in Copenhagen and Aarhus. The purchase of RECS certificates means that DONG Energy allocates to us 1500 MWh of energy produced from its wind farm at Horns Rev II. This means that the same amount of power that is used by Kromann Reumert is produced in wind energy. We are therefore CO₂ neutral in our power usage.

In the course of 2012 we will seek to gain more from our collaboration with DONG Energy and through professional advice find out how to achieve greater savings on our energy consumption.

Anti- corruption – and Corporate Governance

COMMITMENT Transparency International Denmark is the Danish branch of the global organization Transparency International (TI), which aims to combat corruption and bribery on a global scale. According to Transparency International Denmark, it is countries like Sweden, Finland, New Zealand and Denmark that are the world's least corrupt. Consistent with our efforts over the last two years, we have sought to adapt Global Compact's tenth principle to Danish conditions. With this report we have added 'Corporate Governance' to the title.

Kromann Reumert's structure is a partnership, which means that it is not subject to the same regulation as listed companies on the Copenhagen stock exchange (NASDAQ OMX Copenhagen A/S) who are required to explain how they meet the good corporate governance recommendations that Denmark's Committee on Corporate Governance has produced.

Nevertheless, we support the Committee's work to promote the development of corporate governance in listed companies. And we also seek to live up to a number of the Committee's recommendations – albeit adapted to reflect our own corporate structure – and the ethical guidelines that we must observe as a law firm.

Among other things, we strive to maintain a high degree of transparency in our organizational structure. Read more about this in the section Kromann Reumert: In brief in this report.

FACTS

Kromann Reumert's Chairman of the Board and Partner Marianne Philip is Vice-Chairman of the Committee on Corporate Governance in Denmark. The Committee published recommendations in Denmark's first report on corporate governance in 2001, entitled: 'Nørbyudvalgets rapport om Corporate Governance i Danmark – anbefalinger for god selskabsledelse i Danmark'. Read more about the Committee and download the report at www.corporategovernance.dk.

FACTS

Kromann Reumert publishes regular newsletters to inform our stakeholders about the latest developments in CSR and corporate governance, and on issues such as trade barriers in international trade. Read our newsletters at www.kromannreumert.com/en-UK/Publications/Pages/Publications.aspx.

FACTS

A number of Kromann Reumert's partners are associated with Business Kolding/INSEAD, which is one of the world's leading business schools. Partners from our firm teach corporate governance in the education programme for board directors.

RISK MANAGEMENT As is stated in last year's CSR report, we also work with risk management as part of achieving better transparency in our corporate governance. In line with this, we support one of the recommendations published by the Committee on Corporate Governance in Denmark – that risk management work is a managerial task, and a prerequisite for a company's board of directors being able to perform their duties.

At Kromann Reumert we used 2011 to identify, analyze and categorize all of our risks. In 2012 we have commenced focused efforts to consolidate the work of the entire organization and make risk management an integral part of our management strategy. We have implemented a risk management system to highlight the risks that the firm faces. The system also serves as a tool that can help manage and minimize the most critical risks.

We have established a Risk Management steering group that includes our Managing Partner, Claus Juel Hansen, and our CFO, Tina Larsen. The group is charged with making sure that we continue to develop our methods, processes and procedures together with an optimal risk management strategy for Kromann Reumert.

ethics

BUSINESS ETHICS As a law firm, it is imperative that we are consistently proactive in relation to our ethical responsibilities. We therefore allocate a considerable amount of resources towards ensuring that we maintain high ethical standards in our work.

All Danish law firms are required to comply with the Administration of Justice Act on legal professional practice. The Danish Bar and Law Society oversees compliance with professional responsibility and has created ethics rules for lawyers that require strict adherence to legal professional standards and ethics. The legal professional practice rules are a code of conduct that regulate, among other things, confidentiality and conflicts of interest.

As part of our general quality assurance, we have put in place a number of internal procedures and rules that supplement the legal ethical rules. These help us detect and resolve any potential conflicts of interest. Aside from Kromann Reumert's rules on conflicts of interest, we have also created a specific set of rules designed to prevent insider trading and money laundering.

INTERNAL PROCEDURES AND RULES Each individual lawyer is responsible for complying with the rules administered by

Kromann Reumert's Ethics Committee, which is made up of five partners. The Ethics Committee must be consulted where there is any doubt about obligations, and must also take up issues on its own initiative.

BEFORE A NEW CASE OR CLIENT IS ACCEPTED Kromann Reumert's clients are businesses. Before a new client or case can be approved, a thorough review of all ethical issues must be undertaken. The responsible partner within the firm will then sign a declaration stating that there is no existing conflict of interest and no foreseeable risk of a conflict of interest arising, that Kromann Reumert's rules on preventing money laundering have been observed, and that there are no circumstances that should prevent Kromann Reumert from accepting the matter. If there are any questions or any doubts as to whether a particular matter should be accepted, they must be referred to the Ethics Committee.

The Ethics Committee ensures that the partners in the firm share a common understanding about what the ethical principles are and what they mean. The Committee maintains a continuous dialogue with the partnership to ensure that day-to-day activities remain consistent with the firm's values.

RESULTS FOR APRIL 2011 – APRIL 2012

Below is the goal that we set out in our last report, together with the results we have achieved in the period April 2011 to April 2012:

Goal

We will help raise awareness of CSR and corporate governance at the highest levels of management within businesses.

Results

We have added CSR as a parameter for consideration when a partner seeks permission from our Ethics Committee to take up a directorship. If companies do not have a CSR strategy, we encourage the partner to discuss with the board how the company can work with CSR, as long as it makes sense in relation to that business.

In 2011 we continued our active cooperation with Business Kolding/INSEAD, where a number of Kromann Reumert's partners teach corporate governance. Kromann Reumert has also contributed with activities like hosting a graduation event for the Business Kolding/INSEAD Executive Board Programme, where around 50 business managers participated.

In last year's CSR report we stated that we would design a practical CSR tool for directors to use at board level. However, we have decided not to go ahead with this work since our research has shown that there is already a range of tools available that can be used for board work. Read more at www.samfundsansvar.dk.



NEW GOAL: APRIL 2012 – APRIL 2013

In the coming period we will work towards the following goal and related activities:

Goal

We will help raise awareness of CSR and corporate governance at the highest levels of management within businesses.

Activities

We will continue our active cooperation with Business Kolding/INSEAD, where a number of Kromann Reumert's partners teach corporate governance.

We will continue to help raise awareness of Global Compact and corporate governance.

Anti-corruption
Labour *Human rights*
Environment and climate
Human rights *Anti-corruption*
Human rights
Environment and climate *Labour* *Human rights*

Partnership and Pro Bono

Kromann Reumert has created partnerships with a range of organizations that our employees assist by providing legal services for free or at a significantly reduced price. The work is done pro bono, which means *for the public good*.

COMMITMENT Kromann Reumert's pro bono work is carried out in accordance with our pro bono policy, which consists of the following principles:

PRINCIPLE 1 Kromann Reumert's pro bono projects include work that the firm's employees perform for free or at a significantly reduced price, without such work being predominantly for Kromann Reumert's own benefit.

PRINCIPLE 2 Kromann Reumert carries out relevant pro bono work that is not religious or political in character (although there are some grey areas).

PRINCIPLE 3 The scope of our pro bono work is proportionate to our firm's size and character.

PRINCIPLE 4 The individual departments within the firm have the autonomy to take on pro bono projects in the same way that they can take on other cases, but in order to coordinate the firm's collective pro bono efforts we have put in place a 'Pro Bono Committee' that assumes responsibility for Kromann Reumert's pro bono work.

PRINCIPLE 5 As a general rule, we apply the same rules in handling pro bono cases as for all of our other work. However, when we consider whether or not to engage in pro bono projects, we undertake a more extensive assessment to ascertain whether a case might involve a conflict of interest or otherwise adversely affect Kromann Reumert.

Our pro bono- partnerships: In brief

We signed agreements with two further organizations in 2011: Ønskefonden and HovedHuset. Read more about our partners below or on each individual organization's website.



Børnehjælpsdagen

BØRNEHJÆLPSDAGEN

Børnehjælpsdagen (in English, 'Children's Help Day') works to help the 15,000 foster children and young people in Denmark, as well as supporting volunteer work in children's and youth associations and sports clubs. Read more at www.bhd.dk.

SOS-BØRNEBYERNE



LANGSIGTET HJÆLP TIL NØDLIDENDE BØRN

SOS BØRNEBYERNE

SOS Børnebyerne (part of SOS Children's Villages International) is the world's largest private humanitarian organization that seeks to help children in need. Read more at www.sos-borneby.dk (in Danish), or see www.sos-childrensvillages.org (in English).



OMBOLD

OMBOLD is the driving force behind an initiative aiming to put sport for the homeless and socially marginalized on the sociopolitical agenda. Read more at www.ombold.dk (in Danish).



ASHOKA

ASHOKA

Ashoka is a global organization for the world's leading social entrepreneurs and seeks to find innovative solutions to some of the most urgent social problems on the planet. Read more at www.ashoka.org.



Reden

REDEN

Reden (The Nest) provides female prostitutes with an escape from the harsh reality of life on the street; they can get a hot shower, a meal, a bed for the night, and support and advice to help them create a life outside of prostitution and drug abuse. Read more at www.reden.dk (in Danish).



The Nest
INTERNATIONAL

REDEN INTERNATIONAL

Reden International (The Nest International) is an organization dedicated to fighting against the trafficking of women. It provides practical support for foreign women involved in prostitution in Denmark. Read more at www.redeninternational.dk.



COPENHAGEN PRIDE

Copenhagen Pride's mission is to promote equality for homosexuals, bisexuals and transsexuals in Denmark. Read more at www.copenhagenpride.dk.

Hjerneskaforeningen



HJERNESKADEFØRENINGEN

Hjerneskaforeningen (The Danish Brain Injury Association) is a nationwide, independent organization that works with families affected by brain injury. Read more about the Association at www.hjerneskaforeningen.dk.



HovedHuset
Hovedreddes skal også lyde

HOVEDHUSET

HovedHuset (in English, 'The Head House') opened in February 2006 as a project initiated by the Danish Brain Injury Association. As at 1 November 2011, HovedHuset was a private institution. HovedHuset offers specialized services for people of working age who have sustained a brain injury. Read more at www.hovedhuset.dk.



INSTITUT FOR MENNESKERETTIGHEDER

Work undertaken by Institut for Menneskerettigheder (The Danish Institute for Human Rights) includes research, information, education and documentation on human rights in Denmark and abroad in cooperation with organizations and public authorities in Denmark, the Nordic Council, the Council of Europe, OSCE, the EU and the UN. Read more at www.menneskeret.dk.

MAKE-A-WISH
Ønskefonden Danmark

ØNSKEFONDEN

Make A Wish Ønskefonden aims to fulfill the wishes of children who live in Denmark, are aged between 3-18 years and suffer from a life-threatening illness. They strive to meet each child's ultimate and innermost desire – to make each sick child the centre of attention and foster hope, strength and joy during a period when illness threatens that child's life. Read more at www.onskefonden.dk.



Results for 2011

Between March 2011 and March 2012 our legal staff recorded 1,099 pro bono hours. Additionally, a number of our administrative employees assisted with pro bono work, including our Project Center and Printing Services, and their time was not registered. It is therefore difficult to calculate the total contribution we have made to the organizations we are partnered with. We have also collected donations for various causes at the request of different employees. For example, in the winter seasons of 2011 and 2012 we collected winter clothes for Reden and Reden International. In 2012 we donated around 120kg worth of jackets, sweaters, pants, hats and gloves.

In connection with the replacement of our coffee machines, we have also donated 400-500 porcelain coffee mugs to Reden in Aarhus and Copenhagen. Reden in Aarhus also received three desks. The level of involvement in Kromann Reumert remains high, and there is a growing interest among our employees to help organizations by providing legal assistance. This is evident when, for example, we use our intranet to advertise for new members to join our pro bono groups.

RESULTS IN RELATION TO OUR INDIVIDUAL PRO BONO PARTNERS FOR THE PERIOD 1 MARCH 2011 TO 1 MARCH 2012

Organization

Goals articulated for 2011

Activities in 2011

OMBOLD

OMBOLD's shortterm goal is to transition from a grassroots organization to a more established organization active within the area of social marginalization. As part of this process, OMBOLD has – for the first time – received funding from the Danish state. In this connection, Kromann Reumert will assist with helping to put in place the legal framework necessary for the institution, including establishing dialogue with the public authorities and updating OMBOLD's Articles of Association and employment contracts. In 2011, OMBOLD plans to launch a sponsorship concept called 'Klub 2011' ('Club 2011') which is intended to secure a higher degree of selffinancing. For this project, Kromann Reumert will assist OMBOLD with establishing framework agreements and individual sponsorship agreements.

We have provided advice to OMBOLD on their employment contracts.

Kromann Reumert's Printing Services department has carried out printing tasks for OMBOLD.

We have provided suitable premises, equipment and catering for OMBOLD's annual twoday employee seminar.

We have assisted with various applications within OMBOLD's regulatory framework, including applications to Civilstyrelsen (the Danish Department of Civil Affairs).

We have also provided assistance on an ad hoc basis where required, and have generally fulfilled OMBOLD's needs regarding legal advice.

Klub 2011 remains on standby and we did not undertake any activities in relation to this project in 2011.

SOS Børnebyerne (SOS Children's Villages)

We will continue to provide the current level of assistance with a view to continuing to improve, among other things, internal procedures within SOS Børnebyerne so that it can be seen to be a professional organization and partner from both internal and external perspectives.

We will take care of SOS Børnebyerne's needs with regard to legal advice within any area and at the same time continue with and build on our role as 'trusted advisor'.

SOS Børnebyerne is expected to join our special training event for board members in voluntary organizations.

We have advised in relation to various legacy cases where SOS Børnebyerne has been appointed beneficiary, including correspondence with other beneficiaries and any administrators, and guidance and advice about the treatment of estate assets or liabilities.

We have helped with advice for the association's members on the modification of existing wills and the creation of new wills, especially guidance regarding inheritance laws.

We have assisted in the preparation of documents for SOS Børnebyerne, particularly in relation to gifts and bequests in favour of the organization, and we have assisted with general information on inheritance rules and the options for making donations to SOS Børnebyerne.

We have also advised SOS Børnebyerne on various questions concerning the legality of donations. In this context, we have helped establish an association so that SOS Børnebyerne can publically solicit new members without violating the law that prohibits collecting money in public places. We have also provided advice to SOS Børnebyerne on different contractual issues regarding an agreement on the provision of recruitment services.

We have also assisted SOS Børnebyerne in relation to a long list of isolated questions concerning issues like campaigns, and have provided advice on a series of internal matters, including revising the Articles of Association.



**Børnehjælpsdagen
(or 'Children's Help Day')**

We will continue to provide the same kinds of legal assistance on an ad hoc basis as required, as well as project assistance for various projects.

Kromann Reumert will take care of Børnehjælpsdagen's needs with regard to legal advice.

We have assisted Børnehjælpsdagen with a revision of the rules of procedure for its board, together with amendments to the fund's Articles of Association, questions about intellectual property and the preparation of consent forms and advice on disclaimers for events taking place on property loaned for that purpose.



Ønskefonden

(or 'The Make A Wish Foundation')

Goals were not listed in last year's report.



We have handled various legal tasks for Ønskefonden on an ongoing basis. Among other tasks, we have assisted Ønskefonden in relation to questions about internal compliance rules set out by the international parent organization, Make A Wish Foundation International, including (but not limited to) interpretation and consistency issues regarding the types of illnesses that qualify a child to have his/her wish granted.

We have had various documents from Make A Wish Foundation International translated into Danish and adapted them according to Danish law.

We have also assisted Ønskefonden in getting key areas regulated by agreements, including the development of a sponsorship agreement and an ambassador agreement.

We have also helped with employment law advice in relation to volunteer workers and concerning a specific employment relationship.

Hjerneskadeforeningen

(The Danish Brain Injury Association)

We will advise Hjerneskadeforeningen on separating out a particular project to create a separate legal entity.

We will conduct a seminar on board responsibilities, to which members of the board from all of our pro bono partners will be invited.

We will provide legal advice on an ongoing basis and continue the existing cooperation, including drawing up wills for the association's legacy donors.

We have helped Hjerneskadeforeningen separate out the project HovedHuset to create a private institution. The project, which commenced in 2006 with funds from Socialministeriet (The Ministry of Social Affairs and Integration), is a work community for people afflicted by brain injury who seek an active life with employment. HovedHuset's philosophy is that everyone can do something, and that everyone is good at something! Kromann Reumert assisted with the transfer of project-related activities and assets from Hjerneskadeforeningen to HovedHuset.

Additionally, we held an especially well-attended seminar on directors' responsibilities for charity organizations. The seminar came about through the regular exchange of ideas between Hjerneskadeforeningen and Kromann Reumert.

We have also provided advice that has required input from many of our specialty departments. Such advice has concerned issues like: employment matters, lease contracts, changes to the Articles of Association, material for the association's website including IP-related issues, and ongoing over-the-phone advice to Hjerneskadeforeningen's staff in response to questions about contributions from donors, gifts and bequests, and pending legacy cases.



Reden (The Nest)

We will provide legal advice on an ongoing basis and continue the existing cooperation.

Assistance provided to Reden has included the analysis of a funding agreement for operations from the City of Copenhagen and its significance in relation to appeals against decisions, rights for the use of logos and the review and assessment of Reden's Articles of Association.

We have also helped Reden by giving them Kromann Reumert's unneeded coffee mugs, and we have collected clothing for Reden customers. This can now be used at various shelters.

Reden International (The Nest International)

We will provide legal advice on an ongoing basis and continue the existing cooperation.

We have assisted Reden International with employment law issues associated with being an institution that is operationally dependent on fixed-term funding, an update of Reden International's employment contracts, advice on whether or not to join a collective agreement, and help with handling claims made by several former employees and their unions.

We have also assisted with legal advice for putting in place a scheme where women in Reden International's EXIT system can be offered fixed-term contracts for paid cleaning work at Reden International's premises. This is intended to help women prepare for entry into the labour market.

We have also helped Reden International with a clothing collection for its patrons. This can now be used at various shelters.



Organization

Goals articulated for 2011

Activities in 2011

Copenhagen Pride

We will provide legal advice on an ongoing basis and continue the existing cooperation.

We have provided legal assistance for matters such as a dispute with an actor/comedian, and other ad hoc tasks.

Institut for Menneskerettigheder (The Danish Institute for Human Rights)

We will provide ongoing legal advice, which includes identifying important and urgent matters that need to be prioritized over other tasks.

We have provided all of the legal advice that Institut for Menneskerettigheder needed in 2011.

We have helped to investigate and evaluate whether a particular contract that was awarded was required to be put out to tender.

We have assisted Institut for Menneskerettigheder in concluding a lawsuit regarding the dismissal of an employee. Judgement was received in December 2011. The case is being appealed to the High Court and we are currently awaiting a ruling from Civilstyrelsen (The Department of Civil Affairs) as to whether the former employees can access free legal aid to appeal.

Ashoka

We will provide legal advice on an ongoing basis to Ashoka and Ashoka Fellows in Denmark.



We have assisted Denmark's first Ashoka Fellow, Specialisterne (The Specialist People Foundation), in the preparation of standard contracts designed for cooperation with foreign partners who seek to pursue Specialisterne's concept in other countries. Specialisterne aim to change the world's view of autistic people and take advantage of these people's special abilities, including by creating more jobs for them for the mutual benefit of the individual and society.

We have also assisted Specialisterne with ongoing advice regarding structural, employment-related and other internal matters.

Educational efforts

We will place increased emphasis on identifying educational institutions where our teaching about the meaning and impact of the law will make a difference. Our pro bono education group will continue teaching at CPH West and Erhvervsakademiet (The Business Academy).

We have taught students at CBS West (the hairdresser school) about internet trading (online sales) and starting a business.

We have also assisted Dansk Skoleskak (an educational organization for school children) in a case concerning the allocation of funding. We have helped them lodge a complaint with tribunal Tipsungdomsnævnet regarding the Danish Youth Council's decision on the allocation of grants. No decision has been taken yet.

We have also helped with board work at Stiftelsen Georg Stages Minde, a foundation that trains deck hands and operates a training ship. The foundation's Vice-President is Lars Rosenberg Overby, Partner at Kromann Reumert.

NEW GOALS FOR THE COMING YEAR WITH OUR INDIVIDUAL PRO BONO PARTNERSHIPS FOR THE PERIOD 1 MARCH 2012 TO 1 MARCH 2013

Between 1 March 2012 and 1 March 2013 we will continue to provide legal advice and maintain our existing cooperation with all of the organizations that we have created pro bono partnerships with.

Thank you! *Dear Kromann Reumert* *employees,*

Thank you for the considerable interest you have shown in helping to make a difference.

Your everyday commitment to Kromann Reumert's work with social responsibility means that a number of organizations are able to assist people in need, homeless persons, sick children and many more. Your commitment also means that with each passing day, we find new ways to further protect the environment through cutting down our CO₂ emissions – as well as significantly more initiatives and activities.

It makes us proud that you want to help make a difference.

Sincerely,
Management

Claus Juel Hansen

Sille Stener

Søren Villadsen

Tina Larsen

