

A DRIVING FORCE BEHIND RESPONSIBILITY

Corporate Social Responsibility 2012



BECH-BRUUN

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STATEMENT BY THE MANAGING PARTNER

With this, our third CSR report, Bech-Bruun reaffirms its commitment and support for sustainable development and the UN Global Compact (UNGC) for the third consecutive year. Danish lawyers' representative body, the Association of Danish Law Firms, is now encouraging Danish law firms to join the UNGC, an initiative which pleases us as we now are more to promote CSR and responsible development in the legal industry.

2011 was a busy and exciting year for Bech-Bruun. Business development was at the top of our agenda, with the optimisation of internal processes, knowledge-sharing, sector focus and cross-border business activities being our key focus areas.

In September 2011, we were pleased to announce that a merger was pending between Bech-Bruun and Philip Law Firm. At the beginning of 2012, we welcomed 85 new colleagues from Philip Law Firm to Bech-Bruun, as well as one of Denmark's most renowned and acknowledged environmental law specialists, Håkun Djurhuus, bringing our total number of employees to 525. Prior to the merger, great efforts were made by all to make the amalgamation of the two law firms as smooth as possible, and the integration process will continue throughout 2012. We look forward to sharing information on our initiatives and experiences in connection with the merger of two cultures into one, in our next CSR report.

Another key event in 2011 was the long-awaited opening of our school in Ethiopia, which was built in collaboration with Save the Children. Two of our colleagues attended the opening ceremony, which is described in further detail in this report.

Moreover, in 2011, Bech-Bruun launched a new visual corporate identity via its new website. This enables us to interact with our clients to an even greater extent than before and to share knowledge with our clients and stakeholders.

2011 was, in addition, the year in which Bech-Bruun entered the realm of social media. With profiles on LinkedIn,

Twitter and Facebook, we have expanded the platforms for dialogue with our stakeholders. We also prioritised supplementary professional development training for both our employees and clients in 2011. Under the auspices of our in-house training programme, Bech-Bruun Academy, several hundred courses were held for our clients and employees and we launched two new initiatives, our Professional Development Day and our Summer Academy.

In connection with our focus on professional development, we are especially proud of the appointment of one of our internal lecturers, Knowledge Management Partner, Lars Lindencrone Petersen, to adjunct professor at the University of Aarhus. Moreover, in recognition of the connection between science and commercial practice, we have, in collaboration with Copenhagen Business School taken on CSR business PhD student and CSR advisor, Morten Hove Henriksen, who is studying the link between M&A and CSR.

Based on market trends, we have worked intensely to establish a number of sector teams. Our focus on specific sectors has the aim of interlinking law with the corporate world. The implementation of this strategy also led to the establishment of our Chinese Desk, headed by Chinese lawyer, Rachel Cao. Via our representative office in Shanghai and the employment of several Chinese employees based in Copenhagen, we advise Danish companies on the challenges facing them, and the opportunities available, in the Chinese market, as well as we advise Chinese clients wishing to invest in Denmark.

I hope that you will enjoy reading our CSR report.

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

Randi Bach Poulsen
Managing Partner



VALUE CREATING SOLUTIONS THROUGH RESPONSIBLE GROWTH

Our CSR vision is to deliver value creating solutions through responsible growth. After our merger with Philip Law Firm, we have even more people to share this knowledge. At the same time, we must ensure that our employees are in good health, that new colleagues settle in well, and that the impact which we have on the environment is reduced even more.

We are still committed to delivering groundbreaking advisory services to our clients, who are our primary focus, and to building our organisation on a foundation of decency, quality and respect. We strive to integrate CSR at the core of our management and business strategy. Having worked with CSR for several years, Bech-Bruun is in the unique position of being able to establish a business based on socially responsible development and to be a driving force behind responsibility in law firms.

CSR ORGANISATION

For the purpose of integrating CSR into our organisation and key business areas, we have established a cross organisational CSR committee consisting of members of Bech-Bruun's Executive Committee, Management Board, HR and Business Development & Communication Department. Members of the committee include partners Monica Reib and Mette Klingsten, who are also responsible for ensuring that CSR is at the forefront of the partners' minds.

The committee is responsible for developing our overall CSR strategy and for coordinating our CSR efforts with our stakeholders' insight and expectations. In this connection, CSR adviser Morten Hove Henriksen became a member of the committee in 2011.

We participate in several external CSR committees for the purpose of staying up to date on the area. For example, Monica Reib, is a member of the Steering Committee of the CSR Network of the Confederation of Danish Industries.



EXECUTIVE
COMMITTEE
AND
MANAGING PARTNER

HR AND
BUSINESS
DEVELOPMENT &
COMMUNICATION

**CSR
COMMITTEE**

RELEVANT PRACTICE
GROUPS

CSR
ADVISER



NEW COMPETENCIES

After ten years of intense specialisation, Bech-Bruun is one of Denmark's leading law firms, recognised for its competencies and experience in almost all areas of business law. In line with market developments, we have chosen to expend resources on adapting our business to our clients' needs. In addition to our CSR adviser, Morten Hove Henriksen, we have taken on two Chinese lawyers in Denmark.

In particular, our collaboration with the Copenhagen Business School on the employment of Morten Hove Henriksen has caused us to reflect on our business procedures and the services we offer our clients:

” Being one of the first law firms in Denmark to sign the UN Global Compact, we have worked intensively with CSR for several years – both within our own organisation and with CSR as a separate practice area in itself. The market contains many grey areas which are hard to navigate for the corporate sector, and we proactively assist them in handling the challenges they face as regards, for example, corporate governance, green marketing, employee relations and anti-corruption. However, it remains the case, that only very few businesses request an actual CSR due diligence investigation in connection with

M&A transactions. Accordingly, we hope that our collaboration with Morten Hove Henriksen will help set a standard for CSR in business transfers and build a bridge between theory and practice ”

Randi Bach Poulsen
Managing Partner

We are seeing an increasing demand for services and solutions in the crossfield between CSR “hard law” and “soft law”, for example, S.99a of the Danish Financial Statements Act, which obliges large Danish companies to account for their social responsibility initiatives, the public tender rules, which to an increasing extent impose CSR requirements on the tenderer, more stringent rules on green marketing, and not least, global anti-corruption rules, concerning anti-bribery measures taken by businesses.

The corporate sector is, to an increasing extent, proactive in terms of embracing voluntary measures which they opine will create precedent for future legislation, while at the same time offering them a competitive edge. To meet this trend, it is key that we think out of the box – also when taking on staff with new competencies.

FOCUS ON SUPPLEMENTARY TRAINING

Since 2009, we have offered our clients the opportunity of acquiring new knowledge, free of charge, together with our employees via our in-house training programme, Academy Clients. In 2011, we held 33 courses for our clients, for which we received an average satisfactory score of 4.5 (on a scale of 1-5), a score which we intend to work diligently to maintain.

The high level of satisfaction among course participants has resulted in an increased demand for our in-house courses, among our non-client stakeholders. Therefore, in 2011, we launched our Professional Development Day, which is open to everyone working with law.

For many businesses, training and development are top priorities. However, in one's normal busy working day, it may be difficult to find time to keep oneself up to date. Via our Professional Development Day, we update participants on all topical legal issues of relevance to them.

Bech-Bruun's Professional Development Day was first held on 26 May 2011. Randi Bach Poulsen, managing partner, welcomed the participants and officially opened the day by telling participants about her work as part of the Danish Government's Growth Forum.

After the opening, the participants attended lectures, which they had individually chosen. Most of the participants had enrolled for the full-day programme and attended all the lectures scheduled. Others were, more selective, covering their specific needs by only attending the lectures of relevance to them. In this manner, participants tailored their own training programmes to meet their training needs and professional areas of interest.

Mette Klingsten, partner, gave a lecture on CSR in relation to acquisition and joint venture investments.

The Professional Development Day was a success, and the participants and lecturers were energetic and engaged. Henceforward, our Professional Development Day will be held on the last Thursday in May.

130 lawyers
have participated
in **Bech-Bruun's**
Talent Development
Programme

In 2011, we held
219 courses for
our employees and
33 courses for
our clients

Having taken on our
business PhD student
in CSR, we now
have **two** industrial
PhD students at
Bech-Bruun





TALENT DEVELOPMENT – A PATH TO GROWTH

Since 2007, Bech-Bruun has undertaken a talent development programme for more than 130 lawyers. The programme aims to develop and support the competencies of the individual lawyer, to ensure that the correct competencies are employed in the correct circumstances. Now, five years later, it is time to review our success, and we can only conclude that our talent development programme has been a huge success for the individual lawyers concerned and for Bech-Bruun.

” The talent development programme focuses on areas often forgotten in our busy professional lives, but which are of key importance if one wishes to establish a solid business run by talented and skilful people. During the programme, focus is placed on business development, client relations, conflict management, networking and social competencies ”

Anne-Marie Sparre Avnsted
HR Director

To kick-start the programme, our lawyers visit the Judge Business School at the University of Cambridge, a unique and exclusive collaborative partner of Bech-Bruun. Through lectures and workshops, our lawyers address topics such as management, strategy and commercial acumen. The stay in Cambridge is followed up by a personal coaching process, management development and sparring sessions with colleagues.

Anne Buhl Bjelke, lawyer and now partner at Bech-Bruun, previously participated in the talent development programme:

” During the programme, the primary aim was to focus on one's own strengths and exploit one's own abilities to the fullest. One comes out stronger professionally and personally, which helps one boost one's self-confidence and realise one's potential ”

Anne Buhl Bjelke
Partner

In the summer of 2012, 23 lawyers will participate in the programme.

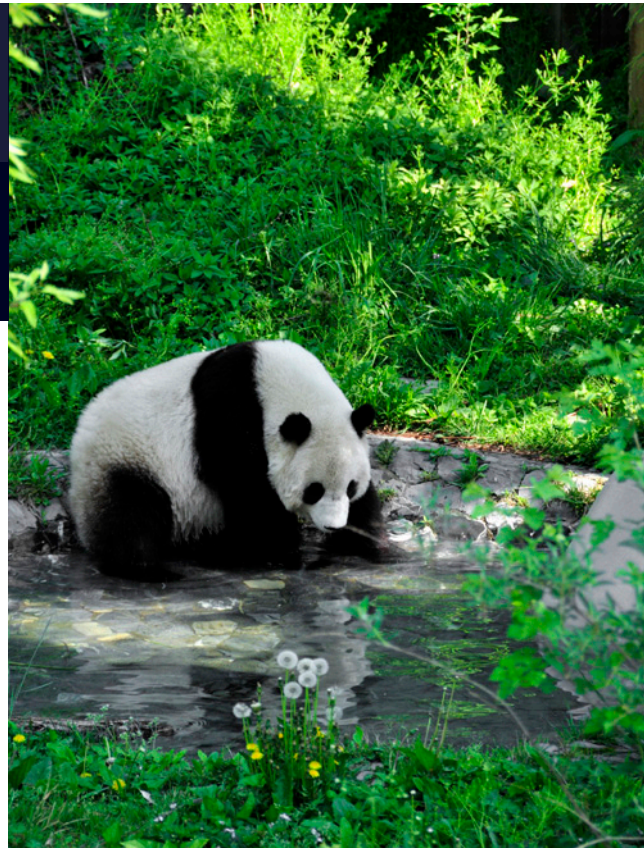


Annually, our pro bono work is equivalent to approximately one full year's work for one of our lawyers

PRO BONO WORK

Pro bono work is a natural part of our business. By doing what we do best, we support organisations which would otherwise not have had the means to seek legal advice. Our pro bono programme helps us to make a huge difference in collaboration with a number of charitable organisations, which due to their dedication and drive, have a positive impact on our community. Our pro bono clients range from international NGOs, such as the WWF, to national initiatives, such as the Danish newspaper "Hus Forbi", which is distributed by the homeless.

In 2011, our largest project was our collaboration with Save the Children, Denmark, the aim of which was to ensure that children in Ethiopia receive education and training.



ACCESS TO EDUCATION IN ETHIOPIA

Education and knowledge are at the core of Bech-Bruun's business and forms the basis for our development. We wish, therefore, to support education in areas where it will make a difference. Save the Children, Denmark offered us the possibility of fulfilling our wish to make a difference by way of their education programme. Today, we facilitate the opportunity for young people to exploit their potential, and thereby create a foundation for their development. Together with Save the Children, we have built two schools, the first one in Angola, and the most recent one in Ethiopia.

With its history of conflict and war, Ethiopia is one of the poorest countries in Africa. Around 30 pct. of the population are illiterate, and hundreds of thousands of children do not attend school. Therefore, it was a very special day when, in September 2011, Claus Barrett Christiansen and Søren Nørbæk of Bech-Bruun arrived in Ethiopia to open the school built with our assistance.

” It was a festive day for the villages, and more than 250 children, adults, representatives of the local authorities and clergymen attended the opening of the new school. Music was played, people danced and sang thanksgiving songs and performed plays, and that day food was served in generous amounts ”

Claus Barrett Christiansen
Partner

[See the film from the opening ceremony here](#)





In cooperation with Save the Children, Bech-Bruun has built two schools – one in **Angola** and one in **Ethiopia**

Each year, Bech-Bruun participates in the World's Best News campaign, by which we help further the **UN's 2015 goals** together with, for example, seventy Danish development organisations

The school has already become a meeting place for the villages in the area, and adults have now become motivated to attend evening classes, when the children are not at school. In the long term, we hope that the new school will make school attendance more legitimate, by convincing people that education and knowledge are worth the effort. The new school has already improved the learning environment and has enhanced the students' ability to concentrate.

” The school gives us knowledge, and it is beautiful. Going to class in a building like that makes us happy. We are lucky to have such a nice school. The new school has a tiled floor. The old school had an earth floor. It was dusty and filled with fleas, which made it hard to concentrate ”

Adanech Masrecha
Pupil at the school, 12 years old

So far, thanks to Save the Children's school project, 4,995 children go to elementary school in Africa, and 1,550 young people, who did not previously go to school, attend school today. At the same time, the support, in the form of teacher training, has helped improve the quality of education for 31,500 children.

” Save the Children has for many years worked on a model for village-operated schools, which has ensured that thousands of children are able to attend school today. Bech-Bruun's support has helped turn the project into reality and it is a fine example of how a new school makes a difference for the children and adults in the area and for their future ”

Mads B. Jørgensen
Country Director, Save the Children, Ethiopia

BUILDING GREEN

During the course of the past number of years, there has been an increased focus on sustainable building. In particular the concept of "green building" has gained ground in the Danish property sector. Green building encompasses buildings which minimise the environmental impact and remain resource efficient for the lifespan of the building.

Sustainable buildings are often more expensive to construct than ordinary buildings, due to the higher costs of materials used.

However, the operating costs will often be lower since the natural resources are used in the most efficient way and reused in the supply of electricity, water and heating.

The lower operating costs will, however, depend on the manner in which the tenants use energy. Therefore, it becomes relevant to include in the lease agreement provisions concerning the manner in which energy resources are employed, if the landlord is to ensure that the building will remain sustainable.

This is a new area of law in which we strive to employ our competencies to ensure that the leasing of green buildings is as smooth a process as possible.

Together with the Danish Green Building Council, we are working on developing and promoting a Danish certification scheme for green buildings.

The purpose of the certification scheme is to document sustainable buildings and thereby support the further development in this specific field.

Bech-Bruun has experienced a growing interest in green building, and we envision a bright future for this field. Therefore, it was natural for us to take part in the project of leasing new premises for our office in Aarhus, in the state-of-the-art, sustainable, commercial building to be opened in the spring of 2014. The building will be the first of its kind in Denmark to meet the 2015 requirements for low energy class 1 buildings.

“ We have strived to incorporate sustainability into all aspects of the building. Solar cell systems, low energy insulated glass and energy re-circulating ventilation systems etc., are incorporated to ensure minimum environmental impact for the entire lifespan of the building ”

Kim Risager
Architect

The project will also create 300 new jobs during the construction period, and the building will accommodate 500 workplaces when completed.





A WHISTLEBLOWER TREND

In Denmark, whistleblower schemes have become order of the day in private as well as public businesses. During the course of the past few years, an increasing number of businesses have implemented voluntary whistleblower schemes, whereby internal processes are established with a view to uncovering and informing the management of unacceptable, unethical or directly illegal occurrences within the business.

The management of any business prefers to learn about irregularities within the organisation from internal sources, rather than to read about them on the front pages of newspapers. Staff must be satisfied that a whistleblower scheme will treat their complaint confidentially and seriously and protect them against reprisals.

Birgitte Toxværd, Senior Associate, who has in-depth experience in setting up whistleblower schemes underscores that a decisive criterion for success is that employees are involved in the establishment of such schemes by way of joint consultative committees etc. and that the business communicates with the employees on a continuous basis, following the implementation of the scheme.

A whistleblower scheme should support the business's "code of conduct" or other guidelines to be observed by employees and business partners in connection with their work.

Mette Klingsten, Partner, has assisted several businesses in establishing whistleblower schemes:

” We help prepare the documents required, such as whistleblower policies, information notices to employees, data processing agreements and reports to the Danish Data Protection Agency, etc. Furthermore, we assist businesses in handling the reports received, for instance, by way of a telephone hotline, available 24 hours a day ”

Mette Klingsten
Partner

In Denmark, as opposed to the US, there is no legal obligation on listed businesses to establish a whistleblower scheme. The Committee on Corporate Governance in Denmark recommends, however, in its "Recommendations for Corporate Governance 2010" that the supreme governing body of a business decides whether a whistleblower scheme is to be established with a view to facilitating proper and confidential reporting of serious offences or suspicion of such offences.

Bech-Bruun has entered into a unique collaboration on whistleblower schemes with Human Time, whereby Human Time supplies a web-based reporting system and Bech-Bruun renders legal advisory services in connection with the establishment of the whistleblower scheme and the receipt of reports.



LAW IN CHINESE

China's twelfth five-year plan attaches great importance to growth within areas in which Danish businesses have a strong footing globally, for example, sustainable energy and technologies which improve the standard of living among the population. In addition, Danish businesses reflect some of the best examples with respect to corporate governance and anti-corruption.

In response to the developments in the global market, Bech-Bruun launched its Chinese Desk and opened a representative office in Shanghai in January 2011. An increasing number of our clients do business or have business partners in China and more consider setting up in China.

Having helped several Chinese businesses achieve a successful start in Denmark, Jingjing Su explains:

“ At the moment, many Chinese investors are very interested in the European market, and Denmark, in particular has a lot to offer in this regard. We receive many inquiries from Chinese businesses which consider Denmark to be a role model with respect to the creation of an innovative business ”

Jingjing Su
Junior Associate

Other challenges may easily arise when two business cultures meet, and commercial law, in particular, is a field in which problems may easily arise and where a "legal and cultural interpreter" is required:

“ The Chinese consider law to be a difficult field to understand. Traditionally, an agreement in China does not come in the form of an actual contract, but is based on a personal relationship. Therefore, the standard view in China is that contracts may be amended and adjusted with time. Problems easily arise in this regard, as a contract in the Western world is a binding agreement which is not necessarily readily changeable ”

Rachel Cao
Head of Chinese Desk

According to Rachel Cao, a problem often seen in China is that written rules are not always complied with. Most Chinese are aware of the rules. The challenge is that they do not understand the meaning and rationale behind them and, therefore, do not understand why it is important to comply with such rules. In her capacity as Head of Chinese Desk, she expends

much effort on explaining the rationale behind the law, in order to avoid any future misunderstandings.

She helps businesses speak the same language, thereby facilitating cooperation. As a liaison, she takes the best experiences from each country and conveys "best practice" in international cooperation.

The experience of partner and member of our Chinese Desk, Søren Meisling, is also that it is not always easy to unite Danish and Chinese business culture and that it is important to keep one's eyes and ears open to ensure that nobody's toes get stepped on. He explains that it is almost impossible to avoid being confronted with challenges of corruption, bribery or facilitation payments in the Chinese market. In most cases, it comes down to culture, and it is important for a business to consider such issues and lay down a clear strategy as to how such problems should be dealt with, before entering a market where gifts and dinners are a natural part of doing business. Most commercial transactions in China are completed over dinner, as this is how it is traditionally done in China. This is considered an expression of respect and is part of building a relationship between the parties.

Many businesses have difficulty determining a strategy to fight bribery or other forms of corruption. Moreover, it may appear to be an insurmountable task to estab-

lish anti-corruption policies, which take into account the consequences of policy violations in respect of employees, suppliers, agents and other business partners. Bech-Bruun has developed an anti-corruption programme, which is offered to businesses with employees in vulnerable areas.

According to Søren Meisling, one should not feel intimidated by the challenges posed by the Chinese market since the payoff may also be significant. Thorough preparation and the employment of all the help available are necessary. Success in China greatly depends on establishing and mobilising a network.

” Experience indicates that the most important thing in China is to have a good network. Contacts must be established with parties who may be able to assist you and whom you also may be able to assist in the future. Many businesses underestimate the value of a solid network which cannot be built overnight ”

Søren Meisling
Partner



In cooperation with the Association of Danish Law Firms, Lars Lindencrone Petersen, Knowledge Management Partner, has developed an **e-learning** course free of charge, dealing with the new code of conduct applicable to lawyers

Bech-Bruun developed its own **anti-corruption** programme in 2011

Bech-Bruun's Conflict and Ethics Committee deals with and decides **conflicting of interest**



LIFE LINE TO BUSINESSES IN DISTRESS

The financial crisis has resulted in several empty shops and businesses on the verge of closure. Bankruptcy is not only a negative experience for the parties involved, who often have dedicated their lives to the business, but it also has serious consequences for stakeholders and the surrounding community.

Despite the fact that the financial crisis is improving, it will probably take several years before the repercussions disappear, and Danish businesses must still prepare to navigate in unsafe waters. The crisis has been hard on many businesses, and for several businesses the only way out has been to file for bankruptcy. Especially small and medium-sized businesses have been challenged.

One of the victims of the financial crisis is the cultural centre of Copenhagen, DGI-byen, which was declared insolvent in 2011 and faced closure. DGI-byen describes itself as "A place buzzing with activity. A place of great diversity, where people meet. A place where involvement and responsibility creates successful meetings, conferences, parties and events".

Partner, Ole Borch was appointed administrator of DGI-byen and resolved to find a solution to save the competitive parts of the business and to guarantee creditors' rights. The restructuring proceedings aimed to retain Copenhagen's cultural and sporting landmark and at the same time ensure that investors were paid as large a dividend as possible.



“ When attempts are made to save a business, stakes are unbelievably high – not just for the owners, but also for those who in some way are related to the business – everyone from employees and their families to customers and business partners ”

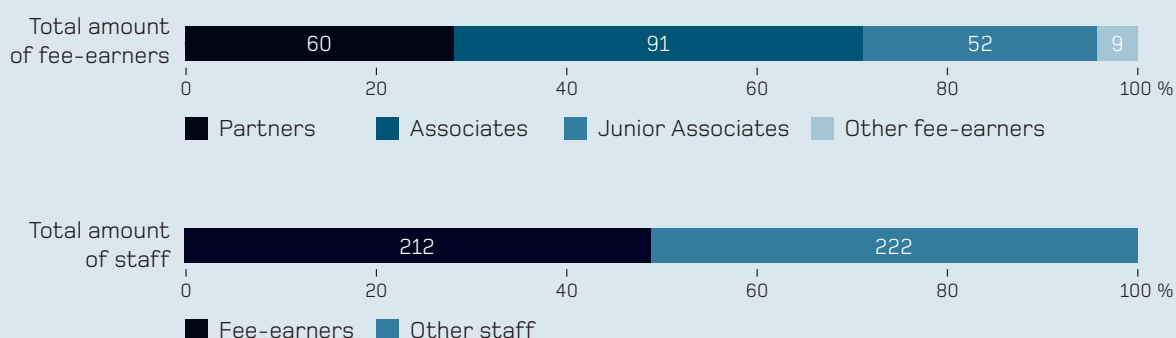
Ole Borch
Partner

Following complicated negotiations, a solution was adopted late 2011. The outcome of the restructuring proceedings was a modernisation of the activities of DGI-byen, as well as a financially sound business, which can play an important social role in the future. The outcome also resulted in the payout of a much larger dividend to creditors than they would have received in the event of DGI-byen's bankruptcy.

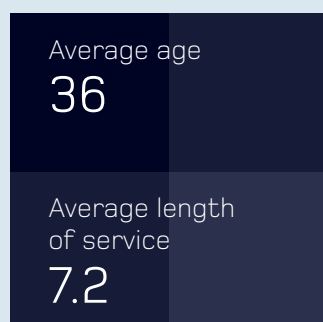
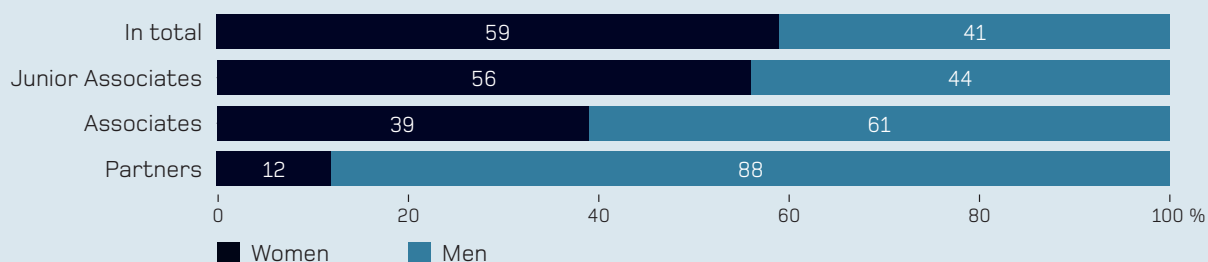
BECH-BRUUN HARD FACTS*

* Prior to the merger
with Philip Law Firm
as at 1 January 2012

Fee-earners and other staff



Distribution between women and men in %

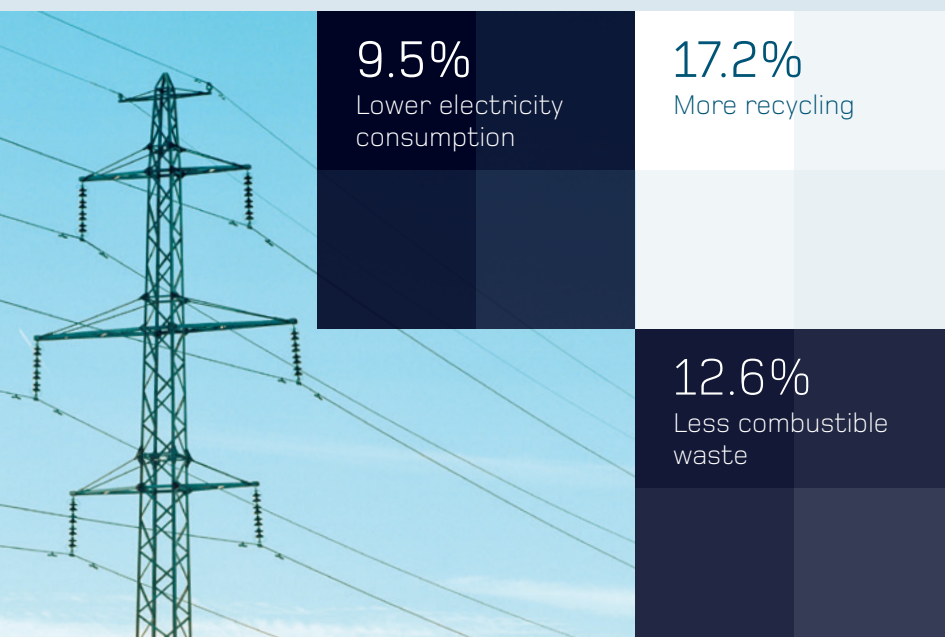


** Satisfaction
is measured on a
scale from 1-5 where
5 is the highest

Environment

	2008	2009	2010	2011
Electricity consumption (kWh)	1,044,548	984,918	950,096	945,094
Heating consumption (MWh)	800	953	1,243	932
Water consumption (m3)	3,165	3,573	4,050	3,254
Combustible waste (t)	91.56	81.68	80.80	80.01
Recyclable material (t)	14.54	15.87	14.23	35.68***

*** During the preparatory phase of the merger with Philip Law Firm, our archives were tidied up, which resulted in a larger amount of paper being recycled than in previous years.



PRO BONO

Examples of our pro bono partners



hus forbi

**HOLD
DANMARK
RENT**



OUR OFFICES

Copenhagen

Langelinie Allé 35
2100 Copenhagen
Denmark

Aarhus

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8100 Aarhus C
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Agnete Nordentoft, Agnete Hansted, Alberte Steen, Alexander Schultz, Alexander May Christiansen, Alexander Troeltzsch Larsen, Alice Háfjall Balle, Allan Grotkær, Allan Gabriel Zandberg, Amalie Meldgaard, Amalie Frederikke Stender, Amanda Solberg Lauridsen, Anders Hermansen, Anders Østergaard, Anders Schulz, Anders Hagstrøm, Anders Birkenfeldt, Anders Birkelund Nielsen, Anders Flygge Juul, Anders Hans Boserup, Anders Hauge Gløde, Anders Kjærsgaard Dybro, Anders Lyager Kaae, Anders Øreby Hansen, Andreas Antoniadis, Andreas Hammer, Andreas Lorensen, Andreas Andersen-Mølgaard, Andreas Damgaard, Staur, Anette Kejser, Anette Heltoft, Anette Kjær, Anika Donaldson, Anita Størseth Madsen, Anja Heisig Schwartz, Anna Hygum Clausen, Anna Meldgaard Petersen, Ann-Britt Nedergaard, Anne Juul, Anne Ralbjer, Anne Friis, Anne Melgaard, Anne Bergholt Sommer, Anne Buhl Bjelke, Anne Bøgh Johansen, Anne Kaas Hammer, Anne Malling Hansen, Anne Marie Gade, Anne Mette Seest, Anne Sofie Møller Nielsen, Anne Sophie K. Vilsbøll, Anne-Marie Sparre Avnsted, Anne-Sophie Søgaard, Annette Frehr Carstensen, Arly Carlquist, Arne Riis, Asbjørn Andersen, Asta Tenna Hansen, Babak Eftekhari, Benedikte Bolvig Lund, Benete Benned Jensen, Bettina Movang, Birgit Nielsen, Birgit Nielsen, Birgitte Toxværd, Birgitte Hollenbach, Birgitte Germann Skytte, Bjarke Vejby, Bjarke Noesgaard, Bjarne Skovsbo Hansen, Bjørn Wittrup, Bodil From, Bolette Bligaard, Camilla Christiansen, Camilla Andersen, Camilla Fabech-Larsen, Camilla Gade Birkeholm, Camilla Jorch Green, Camilla Kristensen Ejiofor, Camilla Skovsbo Clausen, Camilla Søgaard Madsen, Carina Vallys, Carina Gøthche Knudtzon, Caroline Jul, Caroline Maibohm Lyck, Carsten Pedersen, Carsten Pals, Carsten Ceutz, Casper Holse, Casper Vahr Hansen, Cathrine Bondo Rasmussen, Cecilie Bisgaard-Frantzen, Cecilie Rust, Cecilie Marie Hybert, Cecilie Mejer Hjelm, Celine Harild, Charlotte Heidtmann, Charlotte Fornø, Charlotte Frederiksen, Charlotte Bach Larsen, Charlotte Dunk Ullmann, Charlotte Elisa Maksi, Christian Kruse-Madsen, Christian Nielsen, Christian Rjeily, Christian Skovgaard, Christian Bennet Rosenbæk, Christian Bonde Pedersen, Christian Demant Nordentoft, Christian Noes Nielsen, Christina Hornbek, Christina Klint, Christina Vesterholm, Christina Nilsson, Christina Greger, Christina Frederiksen, Christina Hage, Christina Steen, Christina Arlofelt Holmgaard, Christina Bruhn Wegeberg, Christine Hjortshøj, Christoffer Ring, Christoffer Nepper, Christoffer Rokkedal, Christoffer Lambert-Zückerlein, Christoffer Silleshoved Nikolajsen, Clara Damgaard, Clara Greve Brett, Claus Barrett Christiansen, Claus Berner Nielsen, Claus Hilligø Bak, Claus Aagaard Nielsen, David Møller, Dennis Bæckmann Rasmussen, Diana Maj Jensen, Diana Thalund Nielsen, Ditte Lassen-Kahlke, Dorthe Vind, Dorthe Larsen, Eivind Eilersen, Elisabeth Wagner Birkeholm, Elsebeth Søtoft, Emil Alexander Lykke Petersen, Emilie Marley Siemssen, Eric Korre Horten, Erik Malberg, Esben Cordes, Eva Kruse, Eva Nestler Jensen, Eve Alfonso, Evi Nielsen, Frederik Foged, Frederik Green Møller, Giovanni Fico, Gitte Barber, Gitte Kjærsgaard, Gitte Brogaard Døi, Gitte Skovsgaard Christensen, Hanne Mølbeck, Hanne Friis Christensen, Heidi Bardtrum, Helle Riber, Helle Lindkvist, Helle Binderup, Helle Kviesgaard Pedersen, Helle Pilegaard Johansen, Henning Hansen, Henriette Agerbo, Henrik Valdorf-Hansen, Henrik Ydell, Håkun Djurhuus, Ida Polley, Inge Stanley, Inge Kirstine Skou, Inge Nyhøj Sørensen, Inger Turner, Jacob Hjortshøj, Jacob Brandt, Jacob C. Jørgensen, Jacob Girke Nordlander, Jacob Schall Holberg, Jakob Østervang, Jakob Kristensen, Jakob Busch, Jane Bjerregaard, Jane Honoré Jepsen, Janie C. Nielsen, Jannie Jul Lindegaard, Jarl Hildebrand, Jeanette Nyby, Jeanette Holm Frøsig, Jeanette Klitgaard Sørensen, Jeanette Lillie Edlich, Jeannette Kühl, Jeannette Skjoldager, Jeannie Wulff, Jennie Dai, Jens Auker, Jens Jerslev, Jens Hjortskov, Jens Chr. Hesse Rasmussen, Jeppe Bredahl Nielsen, Jes Anker Mikkelsen, Jesper Kaitoft, Jesper Rasmussen, Jesper Rothe, Jesper Bøge Pedersen, Jesper Laughe Johannesen, Jesper Smedegaard Madsen, Jesper T. 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BECH-BRUUN

UN Global Compact - A Summary

	ACTIVITIES, OBJECTIVES AND RESULTS
HUMAN RIGHTS	
1. Businesses should support and respect the protection of internationally proclaimed human rights; and	Through our Code of Conduct, Bech-Bruun supports and respects the protection of internationally proclaimed human rights and, among others, participated in the UN Global Compact Leaders' Summit in 2010 to show our support. Furthermore, each year, we participate in the World's Best News campaign, which aims to spread the message that the efforts against poverty make a difference.
2. make sure that they are not complicit in human rights abuses	<p>Bech-Bruun is actively helping to prevent the abuse of human rights. In cooperation with Save the Children, we have among a number of activities built two schools in Angola and Ethiopia for the purpose of ensuring the right to education.</p> <p>Our Knowledge Management Partner Lars Lindenchrone Petersen has participated in the preparation of the new code of conduct of lawyers, which, among other things, addresses human rights in a Danish context based on UN's and EU's international conventions.</p> <p>Through our extensive pro bono activities, we support organisations which would not otherwise be able to seek advice.</p>
LABOUR STANDARDS	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Bech-Bruun supports and upholds the freedom of association and the right to collective bargaining for all its employees.
4. the elimination of all forms of forced and compulsory labour;	Bech-Bruun supports the elimination of all forms of forced and compulsory labour.
5. the effective abolition of child labour; and	Bech-Bruun supports the abolition of child labour. With our school in Ethiopia, we have created a gathering point for the local community and now witness an acceptance of school attendance, also among the adult population which now wants to go to school.
6. the elimination of discrimination in respect of employment and occupation.	<p>Bech-Bruun supports diversity and the elimination of discrimination. For many years now, we have taken on an equal number of female and male lawyers, and Bech-Bruun has as its special focus area the aim of increasing the number of women in management and especially at the partner level.</p> <p>Randi Bach Poulsen, Managing Partner, has been appointed ambassador of the ambassador corps network, Ambassadørkorpset, under the Confederation of Danish Industry (DI) aimed to boost the number of women in management and as such leads the way in our organisation</p> <p>In 2011, we have worked with diversity across practice groups in industry teams.</p>

THE ENVIRONMENT	
7. Businesses should support a precautionary approach to environmental challenges;	<p>Bech-Bruun supports and advocates a reduction of our own impact and of the impact of our surroundings on the environment. We encourage all our employees to care for the environment and to help increase our daily focus on recycling, energy consumption etc.</p> <p>Through our pro bono work, we also support environmental organisations, such as Hold Danmark Rent (Keep Denmark Clean).</p>
8. undertake initiatives to promote greater environmental responsibility; and	<p>Since 2008, we have reduced our amount of waste by 12.6% and our electricity consumption by 9.5%. We continuously seek to replace machinery, lighting bulbs etc. by energy friendly and environmentally friendly solutions.</p> <p>Through our supplier policy, we strive to promote environmentally sustainable procurement practices.</p> <p>Our new office in Aarhus, ready in the spring of 2014, is the first building in Denmark to comply with the energy rating 1 requirements.</p>
9. encourage the development and diffusion of environmentally friendly technologies.	<p>Bech-Bruun's team working with energy, climate and the environment has grown considerably in the last years. Every day, more than 20 lawyers assist companies in promoting environmentally friendly technology.</p> <p>Moreover, through our participation in Danish Green Building Council, we strive to develop and promote a new Danish certification scheme aimed to document sustainable construction work and thereby support any further development in this specific area.</p>
ANTI-CORRUPTION	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Bech-Bruun supports and complies by the code of conduct for lawyers, and we have introduced internal procedures for conflict of interest and money laundering control of all incoming calls. Our internal ethics and conflicts committee reviews all cases involving a potential conflict of interest. Also, in association with the Association of Danish Law Firms, our Knowledge Management Partner Lars Lindencrone Petersen has developed a free e-learning course addressing new rules.</p> <p>In 2011, we also developed an anti-corruption programme, through which companies are offered training of their employees as well as a company check-up. Furthermore, we help companies implement whistleblower schemes, and through our Compliance Programme, we help companies abide by applicable law and other codes of conduct.</p>