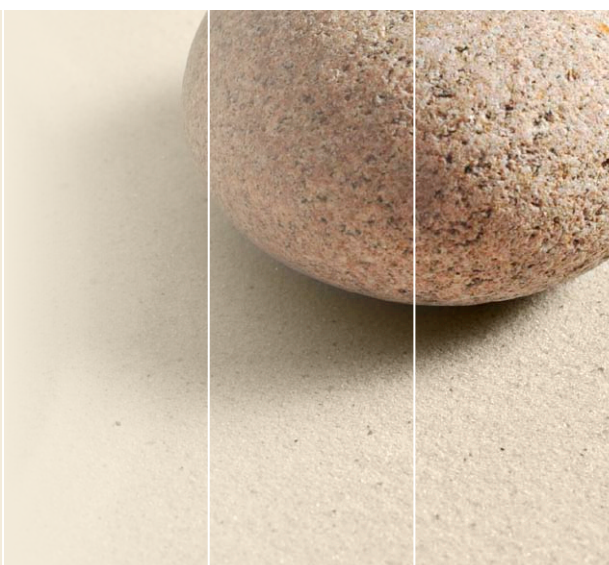


Progress Report



2009



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I. Statement by the Managing Partner

While calculating professional achievements, the time comes when public work starts bringing more joy than a successful case or granted award for professional activity. No doubt, this is because work for the society without seeking gratitude or benefit for oneself is highly meaningful. Therefore, each year increasingly more attention and efforts are devoted by us to the spheres of education, culture and environmental protection. Our active contribution involves not only financing, but also - most importantly - personal work.



Four years ago, in pursuit of public goals we were the first to join the National Network of Responsible Business (NNRB) and to opt for basing our activity on the principles of the **UN Global Compact**.

The ten principles of the Global Compact meet our ideology and values, because transparent business, compliance with the human rights and environmental requirements have always been the core of the strategic goals of the law firm Lideika, Petrauskas, Valiūnas ir partneriai LAWIN.

Believing in our public activities, we strive to disseminate our socially responsible approach also in communicating with partners, clients and suppliers. We are glad that socially responsible enterprises keep increasing which entails the growth of the number of NNRB members. We believe that the more people focus on achieving common goals, the more obvious positive changes happen in the society.

Rolandas Valiūnas
Managing Partner

A handwritten signature in black ink, appearing to read 'R. Valiūnas', written in a cursive style.

II. Ethical performance

Everyone can choose in adopting decisions. We make decisions basing on ethical approach in accordance with human rights and anticorruption business conditions, seeking to become an example to be followed both in defending clients' interests and in carrying out transparent, responsible and ethical activities of the firm.

Compliance with the principles of the Global Compact aimed at:

- supporting and respecting international protection of human rights in its sphere of influence
- non-complicity in human rights abuses
- working against all forms of corruption

ETHICAL EVERYDAY PERFORMANCE

Attorneys of Lideika, Petrauskas, Valiūnas ir partneriai LAWIN fulfil all duties of attorneys and comply with other provisions stipulated in the Lithuanian Code of Professional Conduct of attorneys. Ethical conduct, regard to human rights and fundamental freedoms, kind and professional communication has assisted attorneys of the firm in gaining clients' confidence and loyalty which are regularly checked by a client satisfaction survey.

ASSURANCE OF CONFIDENTIALITY

According to the Code of Professional Conduct of attorneys, confidentiality is the most important right and duty of an attorney strictly complied with also by LAWIN attorneys. Confidential information of clients is used and managed in the firm in accordance with the Law of the Republic of Lithuania on Legal Protection of Personal Data.

ANTI-CORRUPTION

Equal career opportunities, fair wages policy, transparent public procurement, compliance with the Code of Professional Conduct are the principles of fair business which the law firm observes and strives to disseminate to the public. LAWIN publicly expresses its categorical opinion in respect of non-transparent business and supports various anti-corruption initiatives; it has contributed to organisation of the first election of the Lithuania's Most Admired Company.

ETHICAL BUSINESS PARTNERS

Lideika, Petrauskas, Valiūnas ir partneriai LAWIN requires compliance with the ethical rules from its partners and suppliers, too. While evaluating candidates for partnership, the law firm takes into account not only their professionalism and quality of services and products, but also corporate reputation.

III. Obligations to the employees

Enjoying leading positions in the sector of legal services, we understand that our success is directly related to professional and motivated staff. We value our current employees and seek to become a desirable employer for new members of the team, therefore, we constantly take care of creation of competitive working conditions and cosy atmosphere.

Compliance with the principles of the Global Compact aimed at:

- upholding the freedom of associations and recognition of the right to effective collective bargaining
- elimination of all forms of forced or compulsory labour
- abolition of child labour
- elimination of discrimination in respect of employment and occupation

GOOD MICROCLIMATE

Wellbeing at work in the firm is one of the basic aims of LAWIN. In accordance with the principle of synergy, team work is encouraged and team-building traditions are cherished in the law firm. Employees share their knowledge, celebrate professional achievements and also commemorate important personal feasts with their colleagues. Cultural events and family feasts are arranged in gratitude for professional results of the firm's employees.

CARE FOR EMPLOYEES' HEALTH

LAWIN creates conditions for its employees to use medical services, travel insurance free of charge or at very favourable conditions, as well as to go sporting, spend their leisure time usefully and participate in cultural events. Employees are also provided with a possibility to use free days granted by

the firm for personal affairs or in case of emergency.

OPPORTUNITY OF CONSTANT IMPROVEMENT

The law firm Lideika, Petrauskas, Valiūnas ir partneriai LAWIN encourages achievement culture and creates conditions for employees to study and improve their qualification both in Lithuania and abroad retaining the current working place. Last year the law firm created the training project – LAWIN Arbitration Academy – unique arbitration training of four models per year for employees conducted by the best law specialists of this sphere from all over the world.

Once per week lectures by LAWIN employees are also organised for colleagues – to share experience among professionals of the firm. Spirit of

initiative is also valued, therefore, each employee can contribute to creation of internal processes of the firm by sharing his ideas in the Idea Bank.

PRACTICE PROGRAM FOR STUDENTS

Once per year, in spring, the law firm organises open door days for law students: they get to know about activities of the firm, its professionals and a possibility to perform practice or get employment. It has become habitual that about 15 law students constantly practise in LAWIN; apart from the possibility to learn from professionals combining their studies and work, they are also provided with all social guarantees and employee benefits. Having acquired education and practical knowledge, they have a possibility to remain in the firm for permanent employment.



EQUAL SELECTION AND CAREER OPPORTUNITIES

Respecting human and employees' rights, in compliance with Lithuanian employment laws, the law firm Lideika, Petrauskas, Valiūnas ir partneriai LAWIN creates equal employment and career-making opportunities for all, irrespective of their gender, race, nationality or religious beliefs. The firm maintains the system of competitive and fair calculation of remuneration in view of employees' competence.

IV. Responsible member of the society

It is our belief that own achievements should be shared if they are beneficial to the society. Having accumulated significant experience in the sphere of law, we want to share it, and while successfully carrying out our activity, we want to support and encourage others for successful activity, too. Therefore, we earnestly contribute to activity and projects of law, economy, culture and national heritage preservation organisations.

Compliance with the principles of the Global Compact aimed at:

- supporting and respecting international protection of human rights in its sphere of influence
- upholding the freedom of associations and recognition of the right to effective collective bargaining
- encouraging the development and diffusion of environmentally friendly technologies

SUPPORT OF SCIENCE

The law firm keeps supporting law and economy, education and higher education organisations and their projects. LAWIN provides support to the Law Faculties of Vilnius University and Mykolas Romeris University, the Baltic Management Institute (BMI), the International Law Students Association in Lithuania (ILSA Lithuania), the Association Langas į ateitį (A Window to the Future), the public agency Saulėtekio slėnis (Sunrise Valley) and the Lithuanian National Group of European Student Lawyers Association (ELSA Lithuania). Upon renewal of the agreement with the latter organisation, the amount of financial support provided to it was significantly increased. The brightest law students of Vilnius University and Mykolas Romeris

University annually are granted one-time personal scholarships of the law firm.

CHERISHING OF CULTURE

Believing in importance of the culture and national heritage for education of both the present-day society and future generations has encouraged LAWIN to contribute to protection and development of these spheres. The law firm supports with its services the Lithuanian National Opera and Ballet Theatre, the public agency Lithuanian Institute, the public agency Jonas Mekas' Visual Arts Centre, the Grand Duke Palace Support Fund and the Lithuanian State Symphony Orchestra. The agreement with the Lithuanian State Symphony Orchestra was also renewed providing for bigger support in services than before. Last year

the law firm also took over the publishing of the book *Silva Rerum* of the journalist Kristina Sabaliauskaitė consulting the author on intellectual property and other issues of copyright.

PROMOTION OF PHILANTHROPY

While promoting by its example the philanthropy traditions in Lithuania, Lideika, Petrauskas, Valiūnas ir partneriai LAWIN provides charity to Alma Adamkus Support Fund and the association Mentor Lithuania. Employees get involved into activities of the latter by their voluntary work, too: every year several LAWIN employees offer to act as goodwill ambassadors of Mentor Lithuania. They become participants of the prevention program carried out by Mentor Lithuania, i.e. grown-up friends of teenagers, and undertake to meet up with the children under their guardianship at least twice per month.

INVOLVEMENT OF EMPLOYEES INTO PUBLIC ACTIVITIES

While developing awareness of the society in social responsibility issues, LAWIN begins from its employees – involves them into the socially responsible activity carried out by the firm. LAWIN attorneys have contributed to conceiving and implementing the long-term social program “Renkuosi mokytį!” (Let’s Teach) and the Knowledge Economy Forum, established the public agency Law Clinics of Vilnius University providing free legal consultations to the public. The law firm makes an active contribution to



the business environment improvement program Saulėtekis (Sunrise) initiated by the Government – three lawyers delegated by the firm head different working groups of Saulėtekis, another three are members of different working groups. Attorneys are also actively engaged in activities of the International Chamber of Commerce ICC Lithuania: they participate in its management structure, head the Commission on Arbitration and promote the organisation’s name in the business society. The Managing Partner of Lideika, Petrauskas, Valiūnas ir partneriai LAWIN Rolandas Valiūnas is the Chairman of the Board of the Investors’ Forum, the association of the largest and most active investors in the Lithuanian economy seeking to improve the investment environment in Lithuania.

EDUCATIONAL ACTIVITY

Seeking to share knowledge and educate the society, the law firm also issues legal publications: Arbitration in the Baltic States and Baltic Property Market Report, memorandums, quarterly law updates, weekly law reviews, and publicises relevant press releases. The firm’s attorneys also deliver presentations in various conferences and seminars.

V. Environmental protection

It is our belief that caring about nature is a prerequisite in the efforts to ensure that our young generation is healthy and can enjoy harmless environment. To this end, we do not only adhere to sustainable development position in our everyday activities but also disseminate environmentally friendly business principles in the public and support “green” ideas.

Compliance with the principles of the Global Compact aimed at:

- supporting a precautionary approach to environmental challenges
- undertaking initiatives to promote greater environmental responsibility
- encouraging the development and diffusion of environmentally friendly technologies

INTRODUCTION OF STATE-OF-THE-ART TECHNOLOGIES

The law firm Lideika, Petrauskas, Valiūnas ir partneriai LAWIN constantly strives to introduce innovative environment-friendly technologies that enable transposition of more and more services and communication processes into electronic environment. The result is the cutting of time, paper and electronic media expenditure.

“GREEN LAWIN” INITIATIVE

For many years already LAWIN has been entrusting the management of the firm’s waste to respective professional organisations, never ceasing to look for new ways how to mitigate the impact on the environment. Last year, the Property and Environment Practice Group launched a new initiative “Green LAWIN” aimed at generating “green”

ideas that could be realised in favour of nature. The ideas of the firm’s employees serve as a basis for developing the cost reduction and other environment-friendly initiatives plan 2009.

SUPPORTING “GREEN” PROJECTS

The law firm supports Public Institution Žaliasis taškas (eng. Green Dot), which is the first and the only licensed non-profit company in Lithuania founded by manufacturers and importers that recycles LAWIN’s electronic media.

ENVIRONMENTALLY CONSCIOUS PROVIDERS OF SERVICES

In selection of partners, environment-friendly position of candidates is a significant factor for LAWIN.

Lideika, Petrauskas, Valiūnas ir partneriai LAWIN is the leading and the biggest law firm in Lithuania and the Baltic States providing legal services in all business law areas.

LAWIN unites offices of law firms including Lepik & Luhaäär (Estonia), Klavins & Slaidins (Latvia) and Lideika, Petrauskas, Valiūnas ir partneriai LAWIN (Lithuania).

There are about 120 top-level lawyers working at LAWIN with long-lasting experience in provision of legal services in the Baltics and worldwide.

LAWIN – the best law firm in the Baltics 2008 acknowledged by *International Finance Law Review*.

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