



THE GLOBAL
COMPACT

Progress report

LIDEIKA, PETRAUSKAS, VALIŪNAS ir PARTNERIAI

LAWIN





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I. Over time, we all become more and more confident that paying regard solely to our own interests limits our possibilities and results more than most external factors. Several recent years have shown that socially responsible business is like a harmonious personality fascinating by capability to distribute energy and devote attention not only to everyday goals and tasks.

The law firm **Lideika, Petrauskas, Valiūnas ir partneriai LAWIN** was among the first ones to become a member of the **National Network of Responsible Business**. Its activities have been based on the principles of the **UN Global Compact** for the third year already.

Respect for human rights, environmental protection, employee rights and fight against corruption has become a common goal of our law firm and realisation of this goal has made routine activities even more meaningful.

In our direct activities we observe norms of ethics, seek supreme quality and meeting of client expectations. Knowing that we can do even more, we strive to contribute by propagating values which, we believe, encourage responsible prosperity of the society.

Rolandas Valiūnas
Managing Partner

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

II.

Cherishing of universally recognised values is possible only by understanding them and experience is of great importance here; therefore, the law firm strives to contribute to improvement of the quality of the Lithuanian law and economic sciences, supports training and higher education organisations and projects. We believe that sharing of our knowledge and experience could be a contribution to developing consciousness of the younger generation.

In the last year Lideika, Petrauskas, Valiūnas ir partneriai LAWIN devoted much attention to supporting the public agency Law Clinics of Vilnius University, the Law Faculty of Vilnius University, the Law Faculty of Mykolas Romeris University, Baltic Management Institute (BMI), the Lithuanian National Group of the European Law Students' Association (ELSA Lithuania), the International Law Students' Association in Lithuania (ILSA Lithuania), Riga Graduate School of Law, Association "Langas į ateitį" (A Window to the Future), the public agency "Saulėtekio slėnis" (Sunrise Valey). Also, the law firm contributed to organisation and implementation of the program "Let's teach!".

Our law firm grants scholarships to brightest students of the Law Faculty of Vilnius University (VU) and the Law Faculty of Mykolas Romeris University (MRU) because it wishes to create most favourable conditions for students to gain and improve their knowledge.

Support of the Law Clinics provides students of Vilnius University with a possibility to get familiar with everyday life of the lawyer's profession and gain practical skills. This is also the way to show support to the society since the public agency provides primary legal aid free of charge.

In 2007, like annually, the firm contributed to the moot court event "STart" organised by ELSA Lithuania. Lawyers of the law firm created tasks for the competition, assessed works of the selective round and performance of the participants of the semi-final and final. During the event the students got familiar with the court process, tested their legal knowledge and capabilities.



Seeking a more constructive dialogue between science and business, LAWIN keeps striving to contribute to improvement of the science and business cooperation strategy. One of the undertakings was organisation in 2007 of the Knowledge Economy Forum with Prof. Gerhard Casper, the former president of Stanford University.

The law firm is sure that investment into children, the smallest residents of the country, is investment into the future of Lithuania. The law firm contributes to education and support of the young generation by sponsoring non-governmental non-profit-siking organisations: the Association Mentor Lithuania (engaged in prevention of drug addiction mostly via the mentorship program) and Alma Adamkienė Charity and Support Fund.

III.

Valuation and cherishing of culture is a sign of the mature society. Lideika, Petrauskas, Valiūnas ir partneriai LAWIN considers that there are no limits for development of this sphere, therefore, it continually devotes attention to the national heritage and culture. Since the firm seeks to be not only a consumer, it extends support to:

- Concert Institution Lithuanian State Symphony Orchestra
- Lithuanian National Opera and Ballet Theatre
- Public Agency Lithuanian Institute
- Grand Duke Palace Support Fund
- Public Agency Jonas Mekas' Visual Art Centre

Last year Lideika, Petrauskas, Valiūnas ir partneriai LAWIN, in cooperation with the public agency "Džiazio namai", helped to launch already the second compact disc in commemoration of V. Gerulaitis – one of the best of all times tennis players in the world and Lithuania.



IV.

Understanding daily responsibility for preservation of the environment, the law firm encourages environmental consciousness both in professional and public activities.

Support is provided to the public agency “Žaliasis taškas”, the first in Lithuania non-profit-seeking company organising package waste management established by producers and importers.

Also, the firm uses only state-of-the-art technologies ensuring the least possible negative impact on the environment. In order to save natural resources to the greatest possible extent, LAWIN largely employs electronic media and communication means. LAWIN’s concern is waste sorting and transfer to recycling organisations.



V.

Understanding that the first step towards good results is not only good working environment, but also mutual relations based on goodwill, we seek to remain an attractive employer for the present and future employees. We are building healthy and creative work environment in conformity with the following main principles:

- Social guarantees to employees
- Good microclimate in the law firm
- Conditions for training and qualification improvement
- Equal opportunities
- Employees' motivation

LAWIN provides its employees with a possibility to get additional medical services and travel insurance free of charge or under beneficial conditions. Also, the firm encourages sporting activities and participation in cultural events.

Paying regard not only to good working conditions of each employee but also to mutual relations, common achievements are collectively celebrated in the firm, cultural events and family feasts are arranged in gratitude for contribution of each employee to common results and recognition. Besides, all important corporate and personal events are celebrated together.

LAWIN gives opportunities to employees for improvement and perfection of their legal knowledge abroad. In 2007, two lawyers undertook internships in London law firms, 5 lawyers left for studying to various foreign universities.

Employees are constantly encouraged to take part in the management of the firm and creation of its microclimate. In 2007, the Bank of Ideas was successfully launched in the firm. Its purpose is to encourage the staff of the firm to share information and knowledge, maintain innovative thinking and involve everybody in the development of the firm.



VI.

In its activities the law firm Lideika, Petrauskas, Valiūnas ir partneriai LAWIN adheres to the principles of fair business and also supports initiatives of fighting against corruption in the society.

Last year the firm contributed to organisation of the first election of the Most Reputable Company of Lithuania. This project was aimed at drawing attention to reputation of companies, promotion of the principle of good faith in business and society.

The firm strongly observes the principle of fair conduct in business, constantly emphasises its negative attitude towards all manifestations of corruption: bribery, protection of non-transparent interests, faulty public procurement, and unfair settlement with employees. Such approach is often stressed in public speeches. Surely, all activities of the firm are based on the code of professional ethics of attorneys which obligates to comply with the legal and moral principles. Good reputation of the present and future partners is one of the main criteria for cooperation.



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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