THE GLOBAL COMPACT
WE SUPPORT

Kromann Reumert's Corporate Social Responsibility

The Global Compact – Communication on Progress
May 2010

KROMANN
REUMERT

Responsibility for our actions

DEAR READER,

In 2007, all of our employees took part in a process that was designed to define what Kromann Reumert stands for, where we are headed, and how we should act with regard to clients, colleagues, partners and the world in general. Together, we arrived at our existing values, principles and strategies. These were implemented in 2008 and have provided us with a starting point for a more systematic application of CSR.

OUR VALUES AS A STARTING POINT

One of our values is credibility, which we define as: 'We take responsibility for our actions, our development and for each other.' We have always been involved in CSR work to some extent, but our value "credibility" and our strategy process in general, have been dedicated to our strategic work with CSR because we want to ensure that we make a discernable difference. Our employees' exceptional commitment to and interest in CSR has been a solid and inspiring driving force in the more goal-oriented CSR work. A survey of our employees indicated, among other things, that they did not want the project to 'only' extend as far as charity in the form of donations. In particular, we should do what we are best at: legal advice. Our employees take the view that offering free legal advice (pro bono) to charity organizations is the best way for our firm to contribute to social responsibility.

PROUD OF OUR CONNECTION TO GLOBAL COMPACT

In October 2008, we joined UN's Global Compact. We had previously spoken with Mads Øvlisen and Helle Johansen (Head of UNDP's Nordic Business Outreach) because we wanted to ensure that any possible connection would be valuable for both parties. The discussions showed that cooperation with others is at least as important as our own work. We were exceptionally proud the day that we received a positive answer from Global Compact in New York that we were included as part of this important initiative.

AN ONGOING PROCESS

During the CSR process, we were asked – perhaps somewhat sceptically – how a firm like Kromann Reumert that provided advisory services could contribute to CSR. This report to Global Compact should answer that question and evidence the intentions we have for the future. I believe that CSR is a fundamental part of conducting a business, and this applies regardless of the branch the firm operates in and its location.

This is our first report for Global Compact. It is our hope that this document will convey the many suggestions from our clients, suppliers, employees, business owners and other interested parties as to how we can further improve our social responsibility. Such a process is without end, because it is always possible to create ever more ambitious goals to strive for.

Søren Johansen, Managing Partner

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THE 10 PRINCIPLES:

HUMAN RIGHTS 1 - 2

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Business 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. Business should undertake initiatives to promote greater environmental responsibility.
9. Business should encourage the development and diffusion of environmentally friendly technologies.

LABOUR STANDARDS 3 - 6

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

Structure of the report

The report primarily focuses on the four themes within Global Compact's ten principles, together with a fifth theme: partnerships. The format is basically the same as that recommended in Global Compact's guide to 'Communication on Progress' (COP).

Before addressing the five themes, we would like to provide a brief overview of Kromann Reumert; our first steps towards Global Compact and our stakeholder dialogue, which is a significant parameter when we assess and develop the firm's social responsibility.

THE STRUCTURE OF THE REPORT IS:

1) About Kromann Reumert
2) The 5 first steps
3) Stakeholder dialogue
4) Human rights
5) Employee rights
6) Environment and climate
7) Anti-corruption and good business ethics
8) Partnerships and pro bono

The primary focus in our first Global Compact period has been **the environment and climate, together with partnerships and pro bono activities**. This first report will, to a significant extent, describe and assess where we are now - because it is only with this background that we can successfully plan the next steps forward. We have taken inspiration from the GRI (Global Reporting Initiative) without specifically applying it. In this, our first report, we have found it most beneficial to explain our activities and objectives qualitatively by giving concrete cases and examples throughout the report. We have striven to make the report as readable as possible, which also means prioritising what is most relevant to communicate.

Quality

- We provide operational 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.

About Kromann Reumert

Kromann Reumert is Denmark's premier law firm with offices in Copenhagen, Aarhus, London and Brussels. We employ a team of around 580 dedicated people, who work together to provide quality services for our clients. Our employees include approximately 320 lawyers covering 27 practice areas.

OUR ADVICE

Kromann Reumert's legal advice is practical, relevant and individually tailored to meet the specific needs of each client. We believe that the best advice is achieved by working in close cooperation with our clients and developing a thorough knowledge of their business. A collaborative approach enables us to provide workable, operational and value-adding solutions for both the short and long term. We are an internationally oriented firm with both Danish and foreign clients.

OUR VALUES

At Kromann Reumert we take pride in providing our clients with value-adding solutions that are based on knowledge of their business. The cooperation with our clients is characterized by commitment and focus, and we continuously strive to remain a reliable and responsible partner in all respects. Therefore, with input from all of our employees, we have identified the following values that characterize our firm. See opposite page.

THE FIRST 5 STEPS

Kromann Reumert's employees have promised each other that they will give 'life' to the firm's values on a day-to-day basis. That obligation is binding – and is one of the many good reasons that Kromann Reumert has embraced working with Corporate Social Responsibility.

Kromann Reumert's new values have been created so that they can be put into practice. This is what our employees have agreed upon. Therefore, it was only a few months after our values were created that Kromann Reumert began working with Corporate Social Responsibility (CSR).

"Our set of values includes 'credibility'. For us, that value means that we are obligated to take responsibility," explains Sille Stener, Director for Corporate Strategy & Branding.

With the new values and our new vision to 'set the standard', it was time to raise the bar and implement our CSR properly into the system. Therefore, management created a process that can be divided into five steps. The process is designed to bring about a strong and forward-looking CSR platform for the future.

1. OVERVIEW

When we first started the project in 2008, Kromann Reumert was already involved in a number of initiatives where the firm took responsibility for a sustainable future. The first step was therefore to gain an overview of them. In doing so, it quickly became clear that Kromann Reumert's existing projects included the environment, employee well-being and pro bono work for charity organizations. But not all of these projects were coordinated throughout the organization.

"Therefore we decided to select several areas that we could focus our efforts on to make our impact even more effective," explains Sille Stener.

2. INVOLVEMENT

But which areas should we concentrate on? The best-placed people to answer this question were our employees. A survey showed that our staff were particularly oriented towards activities involving children, disease or illness, and human rights. At the same time, the survey also revealed an overwhelming interest in CSR. Nearly all our employees were interested in participating, if given the opportunity.

However, our employees also provided our working group with an important qualification: our CSR work must have real substance. The project could not 'only' consist of donating large amounts of money to charity organizations.

3. THE ADVISORS

The experts within CSR agreed with this conclusion. To ensure the quality of the project, Kromann Reumert consulted some of Denmark's leading experts in Corporate Social Responsibility. Both Mads Øvlisen, who sits on the UN's Global Compact Board, and Helle Johansen, Head of UNDP's Nordic Business Outreach, recommended that Kromann Reumert should pursue what it is best at – providing legal advice. The most effective way for Kromann Reumert to assume social responsibility is through the provision of free legal advice to charity organizations and similar ventures.

4. THE PROJECTS

Helle Johansen also revealed that cooperation with others was at least as important as the work carried out by the firm. Therefore, Kromann Reumert chose to sign the UN's Global Compact on corporate responsibility in September 2008, thereby creating an obligation to live up to the agreement's ten principles for corporate responsibility.
"Global Compact requires, among other things, that the business must systematically report its results within CSR. It is a binding obligation that ensures that we continually improve our efforts", says Sille Stener.

Shortly after signing Global Compact in 2008, all of our employees attended a CSR seminar. Our employees contributed with their suggestions as to which organizations and projects should be given access to legal advice. After the seminar, four employee working groups were formed to identify and lead the projects that Kromann Reumert would pursue.

5. THE WORK

It was a short progression from ideas to action in the groups. At the same time, our employees decided to increase the firm's efforts regarding the environment. In response, Kromann Reumert has fixed specific targets for the company's CO_2 emissions, and experts from DONG Energy have helped to create an energy plan for the firm. That plan includes a requirement that all offices will be equipped with electricity-saving power supply components, while the Service Department makes sure that bicycles are available so that our employees can cycle to meetings instead of taking a taxi. Also, the canteen serves a higher proportion of organic food for staff. "It takes more than five steps to create a socially and environmentally responsible business. And the process is ongoing – we can always improve on our efforts. But we also know that the most effective way to change something is to take one step at a time", concludes Sille Stener.

Stakeholder dialogue

A traditional view of law firms is that they are closed and uncommunicative. It is of course an unconditional requirement that stems from a law firm's confidential treatment of clients and their cases, but our clients and other stakeholders also have a right to know who Kromann Reumert is. As mentioned previously, in 2007 all of our employees were involved in a process to identify values that characterize Kromann Reumert. The process and its results have been openly communicated, but we have also sought to be transparent about other aspects of our firm – and this report is one such example. With this report we also fulfil the obligations that come with being a Global Compact business – including communicating about Global Compact to increase awareness of the world's largest CSR initiative.

We seek to maintain a close dialogue with our external stakeholders and work in accordance with their ideas and suggestions. We conduct ongoing (face-to-face) evaluation interviews with our clients and have started circulating electronic surveys to gauge the level of satisfaction among them.

One thing that clearly stands out among the results of all our client surveys is that accessibility is a crucial element in determining whether a lawyer meets an individual client's needs. In some cases, this means that our employees have to be flexible with regard to their working hours. We respond and meet this challenge by being flexible with regard to our employees, who are provided with the opportunity to have facilities installed so that they can work from home, are permitted to carry out private tasks during work hours (such as attending doctor's appointments), have access to a massage service at work, etc. Read more about these aspects in the section on 'Employee rights'.

Eksport Kredit Fonden (EKF) is one of Kromann Reumert's clients. We asked their Vice-Director Morten Karnøe to explain what kind of advice 'sets the standard' for him:

"When a lawyer also takes non-legal aspects into account, such as the environment, CSR and anti-corruption"

PRINCIPLES 1-2

Human rights

The first two of Global Compact's principles fall within the area of human rights. The organizations and initiatives OMBOLD, SOS-Børnebyerne (the Danish branch of SOS Children's Villages (International)), Copenhagen Pride, Hjerneskadeforeningen (The Brain Injury Association), Reden (The Nest) and Børnehjælpsdagen (Children's Help Day) are all projects designed to secure rights and care for groups of people whose lives have not included the kind of quality that they should. Kromann Reumert has partnered with these organizations or initiatives in its first Global Compact period. Read more about this in the section 'Partnerships and pro bono', which also includes details about our pro bono groups that work exclusively with human rights.

GOALS FOR APRIL 2010 TO APRIL 2011

One of Kromann Reumert's goals for the coming year is to prepare a formal CSR Statement that shows that we are an ethically responsible business partner. The Statement will encompass human rights and the other three areas covered by Global Compact's ten principles – including the following goals:

Photo: Jesper Blæsil

GOALS	ACTIVITIES
We will document how we are an ethically responsible business partner in our role as supplier	Prepare a CSR Statement and implement it
We will develop and improve our existing partnerships	Refer to our activities in the section 'Partnerships and pro bono'

Employee rights

COMMITMENT

Kromann Reumert's human resources provide a unique and continuous source of competitive power. It is only through employee engagement and commitment that we can create a successful business that consistently delivers high-level results. Therefore, it is vital that Kromann Reumert's employees are selected, developed and managed with great care.

ACTIVITIES

Employee satisfaction survey

To fulfil the commitment described in our personnel handbook, we measure employee satisfaction approximately every 18 months. Management performance is also evaluated by employees.

The most recent employee satisfaction survey was in April 2010, but since the results will only be available from the end of May they unfortunately cannot be included in this report. We will therefore refer to our survey results from 2008 and the goals that were put in place against that background. Readers of next year's report will be able to see whether these goals have been achieved, as measured by the 2010 survey. The goals are listed at the end of this section.

Dialogue groups

Management has maintained an ongoing dialogue with different employee representatives to obtain up-to-date input about what should be improved or discussed.

Personnel benefits

At Kromann Reumert we strive to create the best environment for our employees. We do this by, among other things, our high-quality canteen and its supply of fresh fruit, an in-house massage service, various social activities, employee discount offers and much more.

Health initiatives

Over and above our sponsorship of sporting clubs and the provision of discount memberships to fitness centres, we have prioritised organic food to meet the requests of our employees. The organic products include fruit, all of our home-made breads and a breakfast buffet.

In week 48 of 2009 we held a 'Health Week', where we provided extra healthy food, and all our employees were offered an ergonomic analysis of their workspace.

Pro bono work

Many employees have expressed a willingness to participate in pro bono work. All of our staff are given the opportunity to take part in our different pro bono groups, where charities receive free legal advice and Kromann Reumert absorbs the cost of its employees' legal work. Read more in the section on 'Partnerships and pro bono'.

Work-life balance

"So you work in the legal industry? Oh, then you must not have much free time for family or anything else!" This is a classic example of the kind of reputation that generally precedes those that work in the legal industry. To meet the different needs of our stakeholders there will obviously be some days with long hours, because our availability in particular situations is crucial to our clients' businesses. (See the section on 'Stakeholder dialogue'). But just as we emphasize the flexibility of our employees, Kromann Reumert as a business must also be flexible so that a balance between work and private life can be found for our employees. This is something we focus on now – and will continue to emphasize in the future to ensure that our flexibility increases.

Examples of our current projects that facilitate flexibility:

- Flexible work hours
- Home offices or workspaces
- The availability of breakfast and lunch
- Massages during work hours
- The ability to attend doctor's appointments or other personal commitments during work hours
- Different social activities, i.e. running club and golf club
- Good maternity/paternity leave options

Employee data

Employees in total	2007	2008	2009
Number of employees	483	547	596
Number of partners	57	54	59
Total percentage of women	54.9	53.2	53.2
Percentage of females among partnership	12.25	12.96	13.56
Average age	35.9	36.2	36.1
Average seniority in years	6.0	5.8	6.0
Health			
Percentage of absence due to sickness per employee	5	5	5
Work-life balance			
Women working reduced hours	37	42	34
Men working reduced hours	0	1	1
Number of mobile workplaces	250	320	380
Work-life balance (results of employee satisfaction survey on work-life balance (rated on a scale of 1 to 100, where 100 is the highest))	60	67	-*
Employee education			
Total number of days spent attending courses (all employees)	-	2400	2600
Total number of course days per employee	-	4.3	4.4
Number of internal courses	-	70	80
Employee satisfaction			
Combined result – employee satisfaction survey (rated on a scale of 1 to 100, where 100 is the highest)	73	81	-*
Management (rated on a scale of 1 to 100, where 100 is the highest)	70	74	-*

*Since employee satisfaction surveys are only carried out every 18 months, no survey was conducted in 2009. The results of our latest survey (conducted in spring 2010) will only be available from May 2010, after submission of this report, so the findings will be included in our next report.

GOALS - 2008 TO 2010

The most recent available results from our employee satisfaction survey (in 2008) identified three focus areas: Mentoring, employee welfare, and cooperation and social. We expand on these goals and their related activities below. Readers of next year's report will be able to see whether these goals have been achieved, as measured by the 2010 survey.

Goals	Activities
Mentoring	
- A specific focus on feedback	- Department initiatives
- Delegation of work in a way that is challenging	- Management training
- Quality in our personal development meetings	- Enhanced skills on the part of our Knowledge Ambassadors
- Systematic knowledge-sharing within departments	- New concept for personal development meetings
	- Management responsibility delegated to lawyers
Employee welfare	
- Balance work and private life	- Introduction of revised bonus scheme
- Analysis of bonus scheme	- Managerial focus on using work time to create value
- Personnel benefits that "make every-day life easier"	- More mobile workspaces
Cooperation and social	
- Focus on cooperation between secretaries and lawyers	- Implementation of the project 'Commercial Processes' (increasing efficiency to ensure that people make use of their strongest skills)
- Strengthen social ties across the company	- Introduced as a theme in our dialogue groups
- More partner visibility	- 'Company Days' and Christmas parties that focus on socialising throughout the company

PRINCIPLES 7-9

Environment and climate

Global Compact encourages its members to support the UN initiative 'Caring for Climate'. Kromann Reumert followed this up in May 2008 by providing advice to Global Compact's Nordic network, which we are a part of.

The following environmental and climate strategies articulate our Caring for Climate goals and activities.

COMMITMENT/OUR VISION WITHIN ENVIRONMENT AND CLIMATE

Success requires contributing wherever you can. And even though we are in the legal industry and therefore only have a limited CO_2 output, we must still contribute where we can, change our behaviour and take responsibility. Therefore, our vision on climate is that we will set the standard in environment and climate within our industry.

An overall objective is to reduce our CO_2 emissions by 20% between 2008 and 2012. The following activities have been introduced to assist us in achieving this goal.

Goals 2008-2010	Activities 2008-2010
We will work to cut our CO_2 emissions, targeting a 20% reduction between 2008 and 2012	- Related energy advice from DONG Energy - Fittings changed to include power-saving bulbs and electricity-saving power supply components - All offices in Copenhagen have adjustable lighting levels that compensate for sunlight - New power-saving coffee machines use 20% less energy than their predecessors - Incandescent bulbs, halogen bulbs and other selected lights replaced with LED lights that last up to ten times longer than incandescent bulbs and use up to ten times less power - Replacement of desktop PCs with flatscreens and laptop computers - Installation of light sensors throughout
Increased employee awareness	- 'Climate Week' in weeks 50 and 51 (coinciding with COP15). We focused on the simple things people can do on a daily basis to reduce CO_2 emissions - like taking the stairs instead of the lift, turning computer screens off after work hours, cycling rather than driving to work, etc. - Ongoing internal communication
We sort all of our waste as much as possible in order to reduce its volume	- All paper is collected and sent to be shredded or recycled - All cardboard is collected, compacted and recycled - Disposable drink bottles are collected and sent to be recycled - Clear plastic is collected and sent to be recycled - Coloured plastic is collected and sent to be recycled - Empty toner cartridges are so clean that they can be collected together with small combustible materials - Electronic waste is collected and sent to be recycled - Food waste is sent for special treatment (dried and incinerated) - Used lights are collected and sent for destruction or re-use - Used batteries are returned to a depot by our waste-disposal service provider - Used bottles are collected and recycled

We choose suppliers whose products generate the least pollution and waste the least resources	- We prioritise organic products in our canteen. Currently, the following organic foods are offered:
	  - Milk
	  - Fruit
	  - All of the bread we bake in-house is organic
	  - The breakfast buffet is mostly organic, including in particular the cereals
	  - Coffee

PRINTING MACHINES **15-20%**

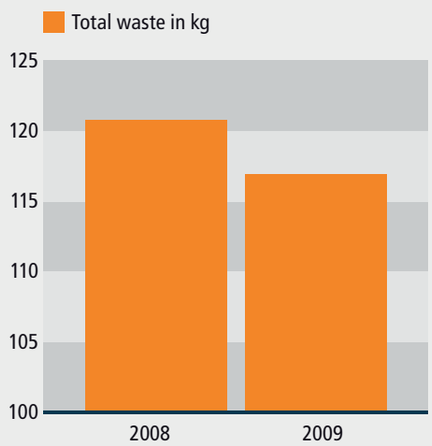
New printing machines benefit the environment

A good environmental endeavour was Kromann Reumert's purchase of new multifunctional printers in 2008. Now printing occurs when staff hold an electronic key to the sensor on the machine, which requires people to be physically present to print. This significantly reduces paper consumption, to the benefit of the environment.

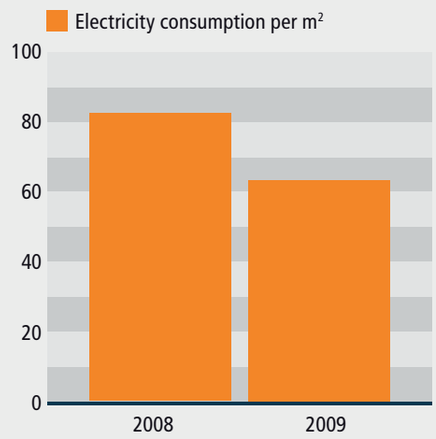
Our supplier, Canon, now has the same model of printer at its office, which is around the same size as Kromann Reumert. After changing their machines to the current model, they achieved a paper saving of between 15 and 20%, and it looks like we will be able to achieve about the same reduction in paper usage.

Environmental and climate data

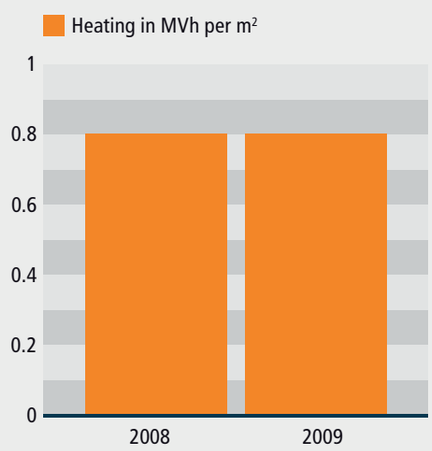
	2008	2009	Comments
Total waste / kilogram	121	118	
Waste sent to be recycled / kilogram	-	68	57,6% of our waste was recycled in 2009. The balance was sent to be incinerated
Electricity consumption / kWh	1,670,161	1,772,618	Our office space was extended by 5100m² in 2009
Electricity consumption / kWh per m²	84	68	
Heating / MWh	1,542	2,170	There was an increase in 2009 due to an increase in office space of 5100m²
Heating / MWh per m²	0,08	0,08	
Water usage / m³	5,669	6,830	
Water usage / m³ per m²	0.28	0.26	
Transport / train per km	199,040	255,680	
Transport / plane per km	1,906,283	1,386,377	



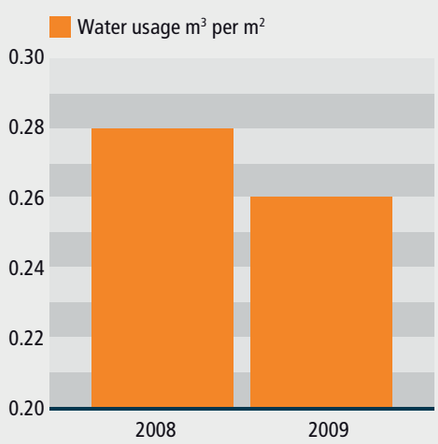
The reduction in waste volume (kilogram) is primarily attributable to the purchase of a cardboard compactor for the Århus office.



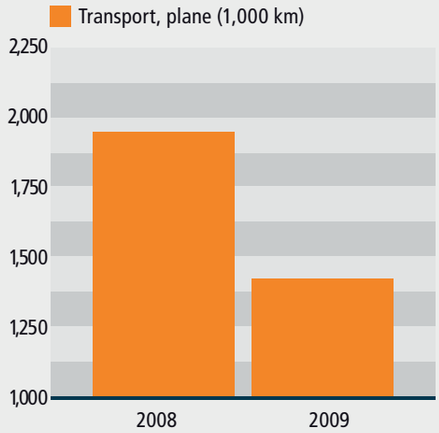
The energy-reduction activities implemented since 2008 have made an impact despite the increase in our Copenhagen office space by almost 5100m².

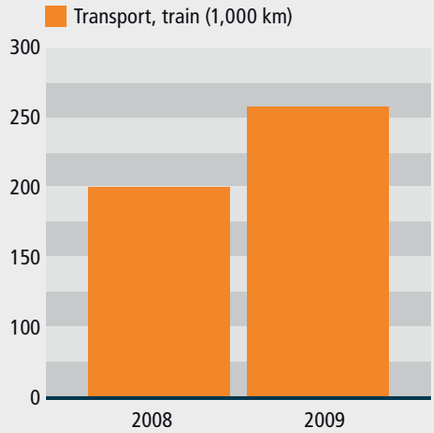


No change in water consumption per m².



The decrease is primarily attributable to replacing our old toilets with new models that feature half and full flush options.





A reduction in transport usage is not part of our objective to reduce our CO_2 emissions by 20% between 2008 and 2012. However, our increased focus on CO_2 emissions has had spill-over effects – with the result that we tend to opt for the more CO_2-friendly train transport over flying (see the table left).

Measuring CO_2

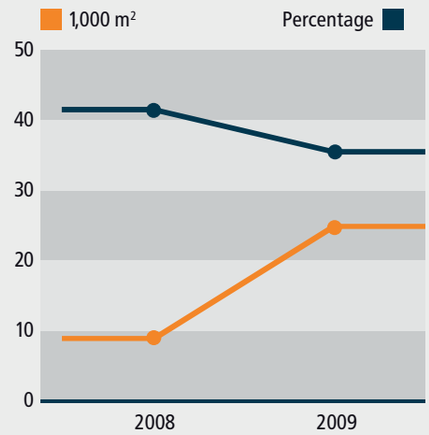
As mentioned, our goal is to reduce our CO_2 emissions by 20% between 2008 and 2012. Transport usage is not included in this target, but the figures above show that we have still reduced our level of air travel.

Our CO_2 target is based on a CO_2 reduction per square meter and the following office space parameters:

	2008	2009
m²	9,938	25,890

As shown, our office space increased significantly from 2008 to 2009.

CO_2 EMISSIONS	2008	2009
CO_2 emissions / tonnes	813,936	919,737
CO_2 emissions / MWh per m²	41	36



We have reduced our CO_2 emissions by 13%. The coming period will see us continue to work towards our goal of reducing CO_2 emissions by 20% between 2008 and 2012.

Goals - April 2010 to April 2011

Before our next report to Global Compact in 2011, we aim to achieve the following goals:

Goals	Activities
Our IT will be greener (this is part of the larger objective to reduce our CO_2 emissions by 20% between 2008 and 2012)	Green IT: - Meeting with DONG Energy consultant to review IT with a view to saving energy. The product will be a report that can form the basis for a new plan - Servers to be changed to WMware in the Copenhagen office - Server room to be moved from the Århus office to the new Copenhagen office, where the new setup will include more CO_2-friendly refrigeration
We will choose suppliers whose products generate the least pollution and waste the least resources	- In purchasing cleaning products, we will consider how environmentally friendly they are. All of our cleaning products must bear the 'Nordic Swan' symbol (or an equivalent mark), which means they are environmentally friendly and officially approved by the Danish authorities - All prospective suppliers must have a documented environmental/climate policy that is included in their tender - We will sort all of our waste as much as possible in order to reduce its volume
We will continue to work towards achieving our goal of reducing CO_2 emissions by 20% between 2008 and 2012	- As much as technology allows, we will replace lights with LED lighting
We will make our heating more efficient	- We will streamline the heating system in the Copenhagen office

Goals - April 2011 to April 2012

We can already identify the following goals as objectives we will work towards before reporting to Global Compact in May 2012:

Goals	Activities
We will choose suppliers whose products generate the least pollution and waste the least resources	- We will change all of our Kromann Reumert-branded office stationery to new sustainable stationery
We will make our heating more efficient	- We will replace windows in the Århus office
We will continue to work towards achieving our goal of reducing CO_2 emissions by 20% between 2008 and 2012	- Cooling equipment for the server in the Copenhagen office will be replaced with equipment that uses free cooling - Ventilation system fans will be replaced in the Copenhagen office - We will install new ventilators in the Copenhagen office

Lunch with the UN Secretary-General

On Sunday 24 May 2009 at 11.20 am, all participants in the Caring for Climate initiative assembled under tight security at The Confederation of Danish Industry (DI) in Copenhagen. At 11.35 am, special lunch guest, the UN Secretary-General Ban Ki-moon arrived from Sri Lanka. Kromann Reumert's Chairman of the Board, Jørgen Kjergaard Madsen, provides his account of the meeting with Ban Ki-moon last year.

"There was a large security presence. When we arrived at The Confederation of Danish Industry we were escorted one-by-one to the conference room. Secretary-General Ban Ki-moon arrived about 15 minutes late, having flown in directly from Sri Lanka. However, in presenting his speech he was quick to warm up and gave the impression of being charismatic and highly committed", says Jørgen.

CLIMATE AND BUSINESS IN CLOSE PARTNERSHIP

The Minister of Development Cooperation and businesses in the Nordic Global Compact Network that have signed the Caring for Climate Statement invited Ban Ki-moon to a lunch meeting to draft suggestions for the climate agreement that was hoped would be adopted at the Climate Conference in Copenhagen later in 2009 (COP15).

"Eight of the leaders that were there had prepared a short statement outlining the greatest opportunities and challenges in the climate area, which they presented to Ban Ki-moon", says Jørgen. "Essentially, they pointed out that the fight against climate change will not be effective enough or fast enough without leading companies joining the front line. This will of course be particularly obvious if there are also business benefits involved – which is possible. Several of the statements presented included attractive business cases to illustrate their points – living proof that climate considerations can also be good business!"

TAKE THE LEAD

Ban Ki-moon emphasised several times during the meeting that Scandinavian businesses are at the forefront of the fight against climate change.

"The Secretary-General challenged the companies' top management to take the lead. They should not wait for the world's politicians to ensure that there is momentum behind the new climate movement," recounts Jørgen.

KROMANN REUMERT'S ROLE

Before Ban Ki-moon's arrival, the participants were provided with the opportunity to share ideas:

"I was asked how Kromann Reumert could contribute to the fight against climate change. My answer was that unlike many of the other companies that were represented at the meeting, we are neither in production nor logistics, so there are of course limitations on how much we can reduce our CO_2 emissions, water usage and the like. However, despite that, we are currently putting in place a series of internal initiatives to make a difference where we can. Also – and this was probably the most interesting point in this context – we are involved with many different companies and have access to their management. We therefore have the opportunity to accumulate a broad range of experience and a good base of knowledge that we can draw on to inspire and help facilitate similar initiatives in other businesses", explains Jørgen and continues:

"Even though we are not process consultants and technicians like, for example, COWI, there are many other ways we can contribute and at the same time demonstrate that we are willing to use our resources to assist our clients. It is not necessarily 'law' as such, but it is one way we can show business understanding."

CLIMATE – AN ESSENTIAL LONG-TERM PRIORITY

The lunch meeting lasted for about one-and-a-half hours. Ban Ki-moon was then off to meet with Al Gore and afterwards, open the World Business Summit on Climate Change held at Copenhagen's Bella Centre.

When asked what made the biggest impression on Jørgen, he answers:

"It was most interesting to be so close to one of the world's preeminent leaders. He had just come from Sri Lanka and was on his way to handle problems with North Korea, yet he was very concerned about climate change. Ban Ki-moon's everyday life is filled by war, violence, terror and racial genocide, but he makes climate change a top priority because he takes a long-term view of things."

”The Secretary-General challenged the companies’ top management to take the lead. They should not wait for the world’s politicians to ensure that there is momentum behind the new climate movement”

Photo: Hans Søndergaard

Climate weeks

On Monday 7 December 2009, the UN's climate conference in Copenhagen (COP15) began – and to coincide, Kromann Reumert's Climate Weeks. To mark the event, Kromann Reumert's bicycle enthusiasts were each offered a bike helmet. These 'climate helmets' are intended to inspire the employees to take a bike, rather than a car, to work and help lower the CO_2 emissions. At the same time, the helmets also protect the company's most important resources – its employees' sharp minds.

Kromann Reumert's two Climate Weeks ran from 7 to 18 December – the same period as COP15. The objective was to communicate the message that everyone can help make a difference to the climate in their everyday activities, and to reinforce that, we placed small tips on easy ways to reduce CO_2 emissions around the Århus and Copenhagen offices.

"WE HAVE TO BE EVEN BETTER."

An energy consultant from DONG Energy reviews all of Kromann Reumert's electrical installations on an ongoing basis and advises the firm on what we can do to further reduce our CO_2 emissions. Every year we produce a plan of action, and at the most recent meeting our current plan was evaluated:

"Here the energy consultant applauded our efforts in taking so many different initiatives, like new coffee machines, replacing all of our light bulbs with energy-saving bulbs and installing sensor lights in the Århus office," explains Facilities Manager Jane Meier Christiansen and continues:

> "But we have to be even better. Therefore I maintain that we should challenge staff to remember the small things, like turning lamps off when they are not in their office, and taking the stairs instead of the lift"

"We also need to continue to focus on our heating and electricity usage, so our next stage is to develop an IT action plan that will help us be greener and provide significant CO_2 reductions," says Jane.

EVERYONE CONTRIBUTES TO MAKING A DIFFERENCE

Jane says she has never seen such a strong commitment made by everyone at Kromann Reumert:

"I have never received so many emails with suggestions for taking action against climate change – it is incredibly refreshing. We have never before been as conscious of the environment and our CO_2 emissions as we are now. And it is encouraging that our use of plane transport is down by 27% compared with 2008, and our use of trains has increased by 29% in the same period", says Jane with a hint of pride.

SAVE 440 KILOGRAMS OF CO_2 A YEAR

If you leave the car behind and cycle to work instead, you can easily save one kilogram of CO_2. This figure is based on a car that achieves a fuel economy of 14 kilometres per litre, and a distance of seven kilometres to work. Therefore, if the distance from home to work is seven kilometres and you take your bike instead of your car, you will save two kilograms of CO_2 every day. On average, there are 220 work days in a year, so you can save 440 kilograms of CO_2 a year by cycling.

PRINCIPLE 10

Anti-corruption and good business ethics

COMMITMENT

As a law firm, it is vital that we actively position ourselves to live up to our ethical responsibilities. We therefore allocate significant resources towards ensuring that we maintain high ethical standards in our work.

All Danish lawyers must abide by the rules set out in the Administration of Justice Act on legal professional practice. The Danish Bar and Law Society oversees compliance with professional responsibility and has created ethical 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: requiring lawyers and their staff to maintain confidentiality regarding all information received in connection with their work.
- conflicts of interest: situations where lawyers cannot provide advice to a client without adversely affecting other interests.

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 identify 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 on 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 consists of five partners. The Ethics Committee must be consulted where there is any doubt about obligations, and must also take up questions on their own initiative.

Before new clients or cases are accepted

Kromann Reumert's clients are businesses. Before a new client or case can be accepted, the responsible partner must sign to approve the client and case. The partner signs a declaration that there is no existing conflict of interest and no likely 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. Where there are any questions, or any doubts as to whether a matter should be accepted, they must be referred to the firm's Ethics Committee.

The Ethics Committee ensures that partners have a common understanding about what the ethical principles are and what they mean. The Ethics Committee is also a fixed point on the agenda for partner meetings and is involved in a continuous dialogue with the partnership to secure consistency with the company's values in day-to-day activities.

PARTNERS AS BOARD MEMBERS

Only partners may be board members of external companies, and only after approval by Kromann Reumert's Ethics Committee. The Ethics Committee's decision is made on the basis of a written application which requires that the partner in question has examined a long list of subjects relating to the company, its shareholders, the current management and the Board of Directors.

EDUCATION

Kromann Reumert has implemented a structured system of continual professional development in professional ethics for relevant employees (the firm's fee earners), and in those parts of Global Compact that are particularly relevant for Kromann Reumert.

ACTIVITIES

In 2010, Kromann Reumert introduced a more centralised system for the administrative processes associated with setting up files and engaging new clients. The new system ensures uniform treatment across the board and a high information level.

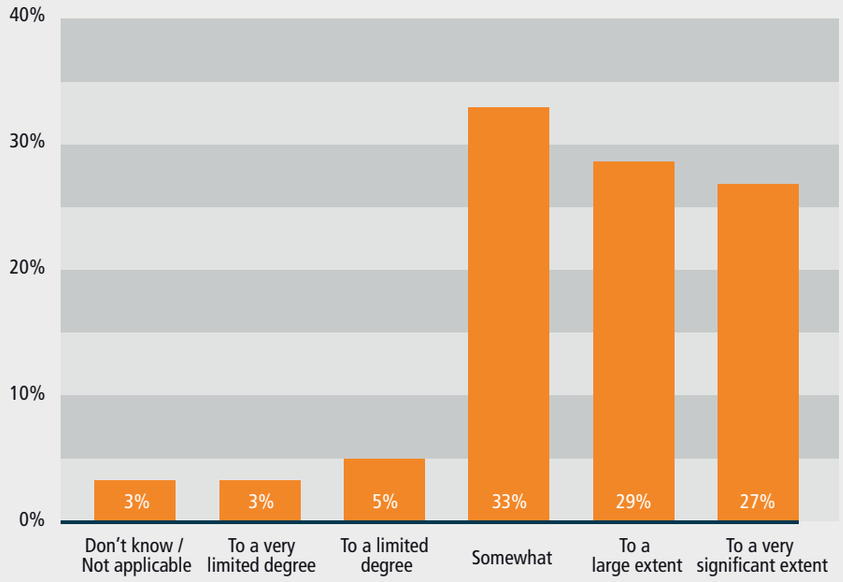
Kromann Reumert is involved in academic work, such as that carried out by the legal industry's regulatory bodies, including the ongoing task of updating the rules regarding professional ethics.

Partnerships and pro bono

Aside from a commitment to follow its ten principles, Global Compact also challenges its members to form partnerships that make a positive difference in society. Pro bono means "for the public good", which is highly relevant when we talk about making a positive difference.

On CSR, our employee satisfaction survey from April 2008 showed that a vast majority of our employees thought that we should support charitable activities by providing free legal advice (pro bono advice) because this is what we excel at, and what will allow us to make the biggest difference. Overall, the study showed that there was an overwhelming amount of interest among employees to personally engage and participate in pro bono work, preferably by taking part in a few select, important projects. Our employees indicated that they would prefer to provide considerable support to a smaller number of projects, rather than a low level of assistance to a large number of causes.

WOULD YOU LIKE TO ENGAGE IN CHARITY WORK AS PART OF YOUR JOB?



PRO BONO WORK AT KROMANN REUMERT **Fakta**

Kromann Reumert's pro bono work includes work that the firm's employees perform for free or at a reduced price, where such work is not carried out in furtherance of Kromann Reumert's own interests.

"In a survey from April 2008, employees were asked about their desire to engage in charity work as part of their job. The level of positive interest shown was overwhelming."

Our employees wanted in particular to support causes that involved the fight against illness or helped people affected by disease, or causes that contributed towards child and youth welfare, or human rights. Against this background, we formed four pro bono groups lead by an interested employee that had volunteered for the role. Each group has found at least one partner to work with, usually charitable organisations. Generally, it has taken a long time for the individual groups to identify the right partners, because they wanted to be sure that they could make a real difference with their involvement. In the following section we set out our selected partnerships and the activities that are being carried out as part of the cooperation.

COMMITMENT

Against the background of the results of our employee satisfaction survey (among other things), we have created a pro bono policy that includes a series of principles.

THE PRINCIPLES:

- Kromann Reumert's pro bono work includes work that the firm's employees perform for free or at a reduced price, where such work is not carried out in furtherance of Kromann Reumert's own interests.
- Kromann Reumert carries out pro bono work that is not religious or political in character (although there are some grey areas).
- The scope of our pro bono work is proportionate to our firm's size and character.
- The individual departments within the firm have the autonomy to take on pro bono work that is in line with our other cases, but in order to coordinate the firm's collective pro bono efforts we have put in place a 'pro bono committee' that takes responsibility for the work.
- As a fundamental principle, we apply the same rules for handling pro bono cases as for all of our other work. However, when we consider whether or not to engage in pro bono work, we undertake a more extensive assessment as to whether a case could involve a conflict of interest or otherwise be damaging to Kromann Reumert.

Our pro bono partnerships

Børnehjælpsdagen

Børnehjælpsdagen (or 'Children's Help Day') works for the 15,000 foster children and young people in Denmark, partnering with volunteer child and youth associations and sports clubs. Read more at www.bhd.dk (in Danish).

Hjerneskadeforeningen

Hjerneskadeforeningen (or 'The Brain Injury Association') in Denmark is a nationwide, independent organisation that works with families affected by brain injury. Read more about the association (in Danish) at www.hjerneskadeforeningen.dk.

SOS-Børnebyerne

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

Copenhagen Pride

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

OMBOLD

OMBOLD is the driving force behind an initiative aimed to put sport for the homeless and socially marginalised on the social-political agenda. Read more at www.ombold.dk (in Danish).

Reden

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

OMBOLD's fundraising tournament, Rådhuspladsen in Copenhagen. The national team for homeless people meets Kromann Reumert's football team in June 2009.

Activities

We have launched a number of pro bono initiatives since September 2008. Kromann Reumert has assisted various partners with:

Organisation	Activities
OMBOLD	- To establish a football fundraising tournament (held in June 2009 at Copenhagen's City Hall Square), and as part of this develop contacts with Kromann Reumert's clients on behalf of OMBOLD, and also provide volunteers for the arrangement. The purpose of the fundraising event was to raise money for the national homeless team to participate in the world championships for homeless people in Milan later in the year - To deliver advice on complicated tax arrangements, the law governing funds and associations, and the law regarding donations and collections (in Danish, Indsamlingsloven) - To provide a draft concept on sponsorship for use with OMBOLD's potential partners - Various reviews in relation to OMBOLD's employment contracts and lease agreements with a view to finding a new location for OMBOLD's headquarters - Ongoing handling of printing tasks for OMBOLD by Kromann Reumert's printing service - Use of Kromann Reumert's meeting facilities for OMBOLD's annual internal employee seminars
SOS-Børnebyerne ('SOS Children's Villages')	- Legal advice in connection with SOS-Børnebyerne's involvement in Danmarks Indsamlingen ('The Danish Collection'), a nationwide, televised collection event that brings together 12 of Denmark's largest humanitarian organisations. Kromann Reumert has primarily assisted SOS-Børnebyerne with its agreements, both in relation to the internal cooperation between the 12 participating humanitarian organisations, and also with regard to DR, the radio/TV station that hosts the event - To create templates for wills and other legal documents that are often required - Advice in relation to management and board work - Use of Kromann Reumert's meeting rooms for the morning meeting 'CSR i børnehøjde' (or 'CSR within children's reach'), where businesses were invited to hear more about strategic CSR - Legal advice on an ongoing basis - Showing of SOS-Børnebyerne's photo exhibition, "All children have a right to a safe home and a family". The photo exhibition had completed a tour of Denmark and Kromann Reumert was lucky enough to be given the opportunity to enjoy it for several weeks as a display in the courtyard of the Copenhagen offices

Organisation	Activities
Børnehjælpsdagen ('Children's Help Day')	- The provision of meeting rooms and other facilities. - Legal assistance with regard to obtaining police checks and certification for people that work with children. - A general 'health check-up' and revision of various key agreements. - Investigation of the new tax rules in relation to donations to charity associations. - Revising of standard employee contracts. - Development of sponsorship agreements. - Review and amendment of Børnehjælpsdagen's Articles of Association, including legal aid for foundations. - Legal questions with regard to different campaigns and competitions. - Other ongoing questions.
Hjerneskadeforeningen ('The Brain Injury Association')	- Brochures on inheritance and testation options, where we have worked as writers, legal 'sparring' partners and also managed layout and printsetting tasks.
Reden ('The Nest')	- Development of standard employment contracts. - Assistance in connection with a case brought by a union for dismissal of a former employee. - Assistance in connection with questions on additional wages components. - Help with eviction of an employee. - Assistance with regard to bankruptcy. - Assistance with collective agreements. - Assistance in connection with pension matters. - Help with other questions.
Copenhagen Pride	- Development of contracts in connection with The Copenhagen Pride Parade that will be held in August 2010. The contracts are designed so that they can be used again.

650 hours

is what we have dedicated to pro bono work in the last six months

Besides these pro bono activities, we have created a pro bono group that focuses on contributing to different educations that have the purpose of enhancing people's understanding of the meaning and impact of the law in society:

Educational contributions	In the past year this pro bono group has undertaken the following educational activities: - CPH West [College]: Teaching the course 'Start your own business' - CPH West [College]: Education on 'Internet trade' - Erhvervsakademiet Nord ('Business Academy Copenhagen North'): Teaching the course 'Start your own business' - Ørestad Gymnasium ('Ørestad High School'): Education about 'Media Law - Your Rights to Your Own Pictures'

We have not fixed a specific percentage for the proportion of pro bono work that should be undertaken in relation to our total production. Instead, our focus has been on implementing the project in a way that optimises its value. In the future we will consider whether it is appropriate to establish a non-binding target for the company's total pro bono output. But as an indication of the extent of pro bono work undertaken at Kromann Reumert, we can say that we have dedicated around 650 hours to pro bono work in the last six months.

Goals and evaluation

In the (almost) two years that make up the first period of our more structured pro bono work, we have placed emphasis on identifying the right partnerships. The overarching goals for the next year will be to build on this cooperation. The organisations that we have worked with for at least one year have had evaluation meetings with the individuals that are responsible for the work. On the basis of these assessments, they have together decided on goals for the coming year.

The organisations behind the projects Reden and Copenhagen Parade are brand new collaborators, so there have not been any evaluation meetings and agreed targets.

Organisation/activity	Conclusions from evaluation meetings	Goals 2010-2011
OMBOLD	In early 2010 we carried out an evaluation meeting with OMBOLD's Executive Secretary Allan Bærentzen. OMBOLD expressed great satisfaction with the work done in the past year and were very happy with the cooperation and the dialogue that characterized the daily contact. OMBOLD were particularly satisfied with the prioritisation they feel they are given with Kromann Reumert's printing service, where products are delivered quickly and at a high quality. This was also characteristic of the legal contributions that OMBOLD had received during 2009	A short-term goal for OMBOLD is to transition from a grass-roots organisation to a more developed organisation within the area of social marginalisation. For that to occur, it is necessary for OMBOLD to put its contractual framework into place, including rental contracts for new facilities, sponsorship agreements and employment contracts. This will ensure that the resources are being used in the right places in the organisation. Kromann Reumert is an important part of the process
SOS-Børnebyerne ('SOS Children's Villages')	In July 2009 we held an evaluation meeting with the Director of SOS-Børnebyerne, Hanne Elisabeth Rasmussen. She was extremely happy with the pro bono cooperation	We will continue with and expand on the existing cooperation
Børnehjælpsdagen ('Children's Help Day')	The cooperation has only existed since July 2009, so there has been no evaluation yet	We will continue with and expand on the existing cooperation
Hjerneskadeforeningen ('The Brain Injury Association')	An evaluation session has been planned, but not held	We will advise Hjerneskadeforeningen about separating a project out to form a separate legal entity
Educational contributions	The pro bono group would like to see a higher level of activity in the coming year than the previous period. They will seek to find out more about which educational institutions would like, and could benefit from, their pro bono teaching. The educational institutions could be, for example, secondary and trade schools, but on a very broad scale, and the target groups could be both young people and adults. Suggestions are welcome and should be sent to Assistant Lawyer Torben Schwaner Dehlholm (tsd@kromannreumert.com)	Increased focus on identifying educational institutions where our teaching about the meaning and impact of the law will make a difference. The group will continue teaching at CPH West and Erhvervsakademiet

They lead the way

Kromann Reumert's pro bono work is driven by its employees and includes legal advice for charity organisations and others. The next part of the report focuses on three different CSR projects.

Mette Porskær Winther
Associate Partner

A SOCIAL FACE

"SOS-Børnebyerne ('SOS Children's Villages') survives on fundraising, bequests and gifts. One of the reasons I became involved in SOS-Børnebyerne is because I work with inheritance law," says Associate Partner Mette Porskær Winther. Kromann Reumert has signed a cooperation agreement with SOS-Børnebyerne whereby we have undertaken to be their lawyers. The retainer includes the usual client terms, except that Kromann Reumert receives no payment. The philosophy behind the support is that it frees up resources that can then be used to benefit SOS-Børnebyerne's projects.

To help the organisation's staff streamline their cases, Mette has created templates for such things as wills and other legal documents that are most frequently required. It is therefore logical that Mette also invests time and resources in training new administrative staff in the processes at SOS-Børnebyerne.

"It is really satisfying to help an entity organise their legal affairs so that these types of activities use as little of SOS-Børnebyerne's own resources as possible", emphasises Mette, and continues:

"The actual case handling is not that different from my other cases involving inheritance issues, but it does make a difference that it is for a non-profit organisation and forms a part of our contribution towards social responsibility."

> "It is really satisfying to help an entity organise their legal affairs"

MAKING A DIFFERENCE IS FANTASTIC

Lawyer Rune Jensen is a coordinator for OMBOLD - an organisation that uses street football to bring attention to the plight of the homeless and the socially marginalised. The contact was prompted by one of Kromann Reumert's alumni members, Niels Neergaard, who is on the board of OMBOLD.

"It is a really exciting project because it is not necessarily an organisation that is right up Kromann Reumert's alley, but I think OMBOLD is an awesome concept that touches a vulnerable group of people that most of us see on the street", says Rune.

Aside from the more obvious core legal services, like assistance with different contracts, OMBOLD has also received help from Kromann Reumert's other departments, including their tax specialists. It is Rune's task as coordinator to bring Kromann Reumert's many different skills into play and together with OMBOLD identify their needs.

> "It is a super project because it also involves employee groups other than lawyers"

"It is a super project because it also involves employee groups other than lawyers. I am proud to work at a place where we have so many resources that we can make our skills available to those who can certainly benefit from our services, but do not usually have access to them", he stresses.

Rune Jensen
Lawyer

PRACTICAL LAW AS PART OF THE SCHOOL CURRICULUM

Together with several colleagues, lawyer Morten Rosenmejer is part of a teaching team that carries out pro bono work for Kromann Reumert. The project was given a push by an enquiry made by a local high school, Ørestad Gymnasium.

"Essentially, the questions were about the use of hidden cameras and seemed to have been brought on by the controversy surrounding 'Operation X' and (Denmark's 'safe-chat (Internet) consultant') Rudy Frederiksen. That was why I was involved," explains Morten, who works with media law at Kromann Reumert.

"I had been afraid that I would end up standing in front of 90 silent students because they had no interest in discussing law, but it exceeded all my expectations. In fact, we had to cut 20 minutes of teaching out of our two-hour session just to answer all the questions", says Morten excitedly.

> "It took a long time to create the teaching material, but now we have it and others should be given the opportunity to enjoy it."

It was a huge challenge to prepare learning materials that were highly practical and based on real-life cases.

"It took a long time to create the teaching material, but now we have it and others should be given the opportunity to enjoy it. We have chosen to develop five teaching modules that can help further young people's understanding of the law", says Morten, and continues:

"I can only say that it is a lot of fun, and at the same time provides me with a good way to work on my presentation technique. I'm ready to do it again."

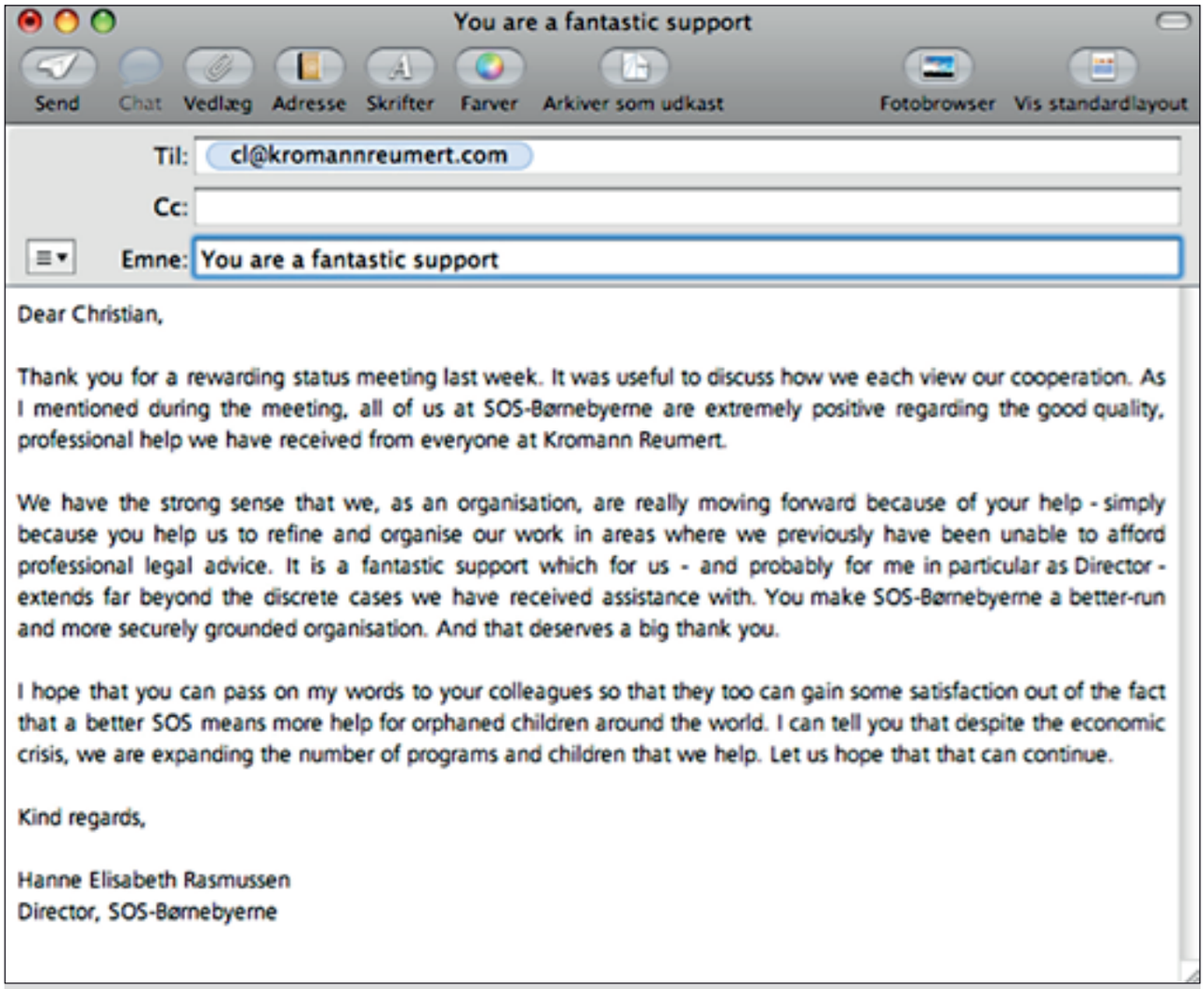
Morten Rosenmejer
Lawyer

SOS-BØRNEBYERNE

LANGSIGTET HJÆLP TIL NØDLIDENDE BØRN

SOS-Børnebyerne: "You are a fantastic support"

Just before summer in 2009, Kromann Reumert's contact for SOS-Børnebyerne ('SOS Children's Villages'), Partner Christian Lundgren, attended a status meeting with the Director of SOS-Børnebyerne, Hanne Elisabeth Rasmussen. Ms Rasmussen sent the following email on 2 July 2009.



You are a fantastic support

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Til: cl@kromannreumert.com

Cc:

Emne: You are a fantastic support

Dear Christian,

Thank you for a rewarding status meeting last week. It was useful to discuss how we each view our cooperation. As I mentioned during the meeting, all of us at SOS-Børnebyerne are extremely positive regarding the good quality, professional help we have received from everyone at Kromann Reumert.

We have the strong sense that we, as an organisation, are really moving forward because of your help - simply because you help us to refine and organise our work in areas where we previously have been unable to afford professional legal advice. It is a fantastic support which for us - and probably for me in particular as Director - extends far beyond the discrete cases we have received assistance with. You make SOS-Børnebyerne a better-run and more securely grounded organisation. And that deserves a big thank you.

I hope that you can pass on my words to your colleagues so that they too can gain some satisfaction out of the fact that a better SOS means more help for orphaned children around the world. I can tell you that despite the economic crisis, we are expanding the number of programs and children that we help. Let us hope that that can continue.

Kind regards,

Hanne Elisabeth Rasmussen
Director, SOS-Børnebyerne

Photo: Jesper Blæsil

Kromann Reumert helps foster children in Denmark

Børnehjælpsdagen ('Children's Help Day') and Kromann Reumert have concluded a pro bono agreement. Børnehjælpsdagen is a national aid organisation that supports foster children and youth in Denmark - every day, year round.

"For Børnehjælpsdagen it is a kind of seal of approval that Kromann Reumert has chosen to support us", emphasises Jytte Tholstrup Svendsen, Director of Børnehjælpsdagen, and continues: "We know that this has been a long process with careful research on the part of Kromann Reumert."

PURPOSELY SELECTED

Initially, we had four pro bono groups made up of law firm employees that conducted research into a series of potential target organisations to gain an overview of their resources and needs for support. Against this background, the pro bono group 'Children and youth circumstances' decided to create an agreement with Børnehjælpsdagen:

"One of the reasons why we chose Børnehjælpsdagen is because in comparison to some of the larger and more resource-rich organisations we looked at, they only have very few resources and a small staff which stands in contrast to the many young people they reach. And of course because the organisation works to further a worthy cause because it supports those that live close by – those that live locally in all parts of Denmark. The staff that work there have a strong drive and are committed – for them their involvement is more than just a nine-to-five job," explains Claus Rolsted, a member of the pro bono group. Claus continues:

"They have shared stories about foster children that are often very socially underdeveloped and have not always been given the same opportunities as you and me. Whether it's neglect or alcohol abuse at home – regardless of the reason, these children should be provided with positive and stimulating experiences to help avoid a negative social legacy."

ADMINISTRATIVE RELIEF

Kromann Reumert can provide relief to Børnehjælpsdagen and offer them legal assistance that the organisation otherwise could not afford. Additionally, the firm can identify and minimise risks, and help make sure that Børnehjælpsdagen goes ahead by, among other things, going over their agreements with a fine-tooth comb.

"The legal aspects affect our administration, and it is generally difficult for us to cover the costs of the administration. All of our donors would rather donate directly to the children, but there has to be some level of staff to ensure that the money and gifts are managed as well as possible - and not least reach the children. With Kromann Reumert's help we can now remove the legal costs and that money can instead be used for the good of the children," explains Jytte.
She is happy that at the same time there are opportunities for receiving administrative support from Kromann Reumert's 'Project Centre', printing services and communications department.

MOVING FORWARD

"Apart from the administrative help, the cooperation makes a big difference for us in making us more 'bulletproof': We receive preventative legal advice, thereby minimising the risk of serious legal issues arising that in a worst-case scenario can drain our resources - resources that should go to the children", says Jytte.

Further steps

The more we work with and immerse ourselves in CSR, the more insight we get into how many more steps are left to take in this ongoing process - because we can always be better. With this report we have taken a step forward. We view Global Compact's reporting obligations as a positive requirement since it increases our own awareness of what we actually achieve, and not least, what we need to do in the future.

Our next report to Global Compact will maintain our focus on the environment, the climate, and in particular, pro bono work. After their implementation, pro bono projects need to be refined to optimise the benefits for our charitable partners. Generally, we will strive to become even better at identifying and setting measurable objectives - qualitatively or quantitatively - and thereby become better at assessing our progress.

All input that helps us further along in our process is more than welcome. In our view, a Global Compact report is not intended to allow businesses to determine who is better than whom, but rather to allow us to inspire each other. The real strength in the Global Compact initiative is the creation of a large global network that provides a unique opportunity for sharing knowledge, so that we can all take steps towards greater social responsibility.

In co-operation with bDirect A/S