

OUR CORPORATE SOCIAL RESPONSIBILITY

– WORK IN PROGRESS



This is our **Communication on Progress**
in implementing the principles of the
United Nations Global Compact.

We welcome feedback on its contents.

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CORPORATE SOCIAL RESPONSIBILITY AT BECH-BRUUN

Corporate social and environmental responsibility forms a natural part of Bech-Bruun's business activities. Even though we are not subject to any statutory CSR reporting requirement, social and environmental responsibility is fully integrated in our business strategy.

We work systematically to improve our environmental performance and to heighten our environmental awareness. In 2008, our two offices were subjected to an environmental impact assessment, which has resulted in a series of in-house environmental improvement measures. We have increased the environmental focus among Bech-Bruun's employees through intranet campaigns and participation in and promotion of green initiatives.

We recognize our responsibility, not only towards the environment, but also towards the well-being of our employees. Accordingly, our CSR initiatives are embedded in the core values of our company. At Bech-Bruun, we believe that a healthy professional and social working environment fosters not only an attractive workplace which serves to attract and retain high-quality employees; it also provides the optimum platform for delivering advice to our clients.

With CSR, we aim to combine our social responsibility and business activities to ensure proper treatment of our surroundings and to minimise negative impact on the environment and create outstanding business results to the benefit of our clients and ourselves. Our CSR efforts must be rooted in our ability to uphold our own environmental integrity and to show the world that our contributions and responsibilities are best served by doing what we do best: delivering advisory services to our clients.

Offering legal advice to companies in the CSR area, including the climate and environmental areas, allows us to extend our CSR work beyond the compliance level. And we are indeed working with many aspects of CSR at many different levels, ranging from pro bono work for a range of different NGOs to a mutually binding partnership with Save the Children, which, among other things, involves the construction of a school in Africa.

As a natural consequence of our increased focus on corporate social and environmental responsibility, we joined the UN Global Compact in July 2009. With our membership, we wish to support the promotion of the Global Compact's 10 universal principles within human rights, labour standards, the environment and anti-corruption. This report, also referred to as COP, Communication on Progress, has been prepared as part of our commitment to the Global Compact and describes our work in the CSR area.

So far, we have been working to promote all 10 universal principles under the Global Compact, with particular focus, however, on labour standards (principles 3-6) and the environment (principles 7-9).

We have applied a broad interpretation of the concept of labour standards (principles 3-6), including that of human rights (principles 1-2). Being a medium-sized Danish knowledge-based company, we are facing different challenges than those faced by large-scale international companies. For that reason, we focus on the right to well-being, including the right to education, both for employees, clients – and developing societies. As for our employees, the concept of well-being also extends to the right to health. We believe that employees who enjoy good health and who thrive in their lives are able to offer our clients better service.

Our efforts in regard to the environment (principles 7-9) aim at reducing our impact on the environment and to further the message outside of Bech-Bruun to help secure a sustainable environment.

Being a law firm with high ethical standards, we are of course deeply concerned with anti-corruption (principle 10), including money laundering, data protection issues, and whistle-blowing.

This report provides a status on achieved results as well as a brief description of future target areas related to the Global Compact's 10 universal principles.



A stylized, handwritten signature in blue ink, appearing to read 'Randi Bach Poulsen'.

Randi Bach Poulsen, Managing Partner

ABOUT US

Bech-Bruun is a highly specialised law firm with 455 dedicated employees, 230 of whom are fee-earners. We are the second-largest law firm in Denmark, with offices in Copenhagen and Aarhus. Being a full-service company, we are specialised in all areas of commercial law.

We work in a strong professional environment, committed to delivering value-creating solutions and results to our clients whether they are individuals, business enterprises, organisations or public authorities.

Our organisation and work build on five core values defined in cooperation with our employees. Our core values reflect our dedication to building our firm on a foundation of decency and commitment and to delivering quality, breaking new ground and respecting each other and the community we are part of.

Our core values also form the building blocks in our CSR work. From 2008 onwards, based on an in-house culture analysis conducted at the end of 2007, we have been looking to implement value-based management. We have adjusted and developed our organisation and worked actively to promote and strengthen our corporate culture, thereby building a strong foundation for meeting our strategic goals – also in the CSR area.

Read more at www.bechbruun.com



Employees	2007	2008	2009	2010 (as at 1 June)
Number of employees	509	443	459	455
Number of fee-earners	255	220	229	230
Number of partners*	69	61	64	64
Percentage of women	58.7 %	60.3 %	60.1 %	59.8 %
Percentage of women fee-earners	35.7 %	40.5 %	41.9 %	37.2 %
Percentage of women partners	8.7 %	9.8 %	9.4 %	10.9 %
Average age	40.4	38.7	36.1	36.1
Average length of service (years)	7.3	6.6	6.4	5.5

Work life balance

Women working reduced hours	59	90	77	68
Men working reduced hours	2	3	2	2
Employees with a mobile workplace	140	144	147	144

Health

Absence due to illness per employee working flexible hours (per cent)	4.3 %	5.1 %	4.1 %	3.5 %
Absence due to illness per fee-earner (per cent)	1.3 %	1.4 %	1.8 %	1.5 %

Supplementary training

Average number of lessons of mandatory supplementary training per fee-earner**	-	32	32	32
Number of internal courses***	30	170	202	210
Participant satisfaction (on a scale from 1 to 5 with 5 being the highest)	3.8	4	4.1	4.3
Number of courses offered to clients	-	-	-	30

Measurement

Employee satisfaction (on a scale from 1 to 10 with 10 being the highest)	-	8.3	8.1	-
Loyalty (on a scale from 1 to 10 with 10 being the highest)	-	8.8	8.7	-

* Does not include associated partners and owners

** The average number of lessons per fee-earner per year from 1 Jan 2008 – 1 Jun 2010.

*** In addition to the courses stated, employees are offered individual development plans and ongoing coaching in German, English, rhetoric and personal development.

OUR CORE VALUES

We build our firm on a foundation of decency and commitment.

We deliver quality where the client is in focus. We break new ground.

We respect each other and the community we are part of.

DECENCY

- We operate with high ethical standards in relation to the client, each other and society
- We act responsibly in every respect
- We have a constructive attitude to criticism

COMMITMENT

- We have high expectations of ourselves and each other
- We are passionate about what we do
- We develop talent and encourage enthusiasm

QUALITY

- We strive to be the best
- We combine specialisation and breadth to ensure the highest professional standards
- We are diligent and thorough in all our work

INNOVATION

- We make a difference and aim to set new standards
- We prioritise investment in knowledge, IT and education
- We dare to challenge conventional thinking

RESPECT

- We are good role models and treat others as we would like to be treated ourselves
- We pull together as one firm
- We balance career and private life
- We communicate in a good-humoured, informal tone
- We ensure our firm is a pleasant place to be



LABOUR STANDARDS – PRINCIPLES 3-6

Education, training and development

Being a knowledge-based company, Bech-Bruun gives top priority to training and knowledge investment. This is reflected in our business goals and in our core values. We firmly believe that the right to education is fundamental to all: our employees, our clients and our fellow citizens – both in and outside of Denmark. In our view, education, training and knowledge provide a fertile soil for development, innovation and value creation.

“Our talent development programme allows us to support the unfolding and development of the individual talents. This way, we get the right set of competencies in the right positions. This again will provide higher quality solutions, just as it will promote top performance and innovation and strengthen cooperation across our practice groups.”

Randi Bach Poulsen, Managing Partner

Our initiatives to promote the ‘right to education’ have catalyzed the development of a comprehensive in-house training programme, Bech-Bruun Academy, offering custom-made courses to all employee groups, be it lawyers, secretaries, students or our service team staff. We believe in equal opportunity and the right to continuous individual development for all, irrespective of educational background, and we offer a broad range of competence development courses aimed at strengthening our employees’ professional and personal skills.

Talent development

At Bech-Bruun, we have focus on talent as well as on competencies. In order to support and develop the talents and competencies of the individual lawyer, one of our initiatives has been to design a talent development programme. In that connection, we have entered into an exclusive cooperation agreement with Cambridge University, Judge Business School. When in Cambridge, our lawyers participate in practical and theoretical exercises that are followed up by a personal coaching programme when they return to Denmark.

Courses for clients and business connections

In January 2010, we introduced Bech-Bruun Academy for our clients, offering them no-charge internal courses which deal with topical issues concerning labour standards, the climate, the environment or other relevant legal topics. Courses for our clients are accorded high priority as they provide an essential backdrop to constructive dialogue with and feedback from our clients.

In addition to courses for our clients, we arrange an array of professional events for students and other stakeholders.

Health

Being a knowledge-based company, our employees are our key resource, and we go to great lengths to offer them an attractive working environment. We have created a corporate culture, which offers our employees a wide range of health benefits such as delicious and healthy food in our canteens and contributions to fitness and massage. Among other things, we actively support sports activities such as the DHL running event. In 2007, 50 employees participated in the DHL running event. In 2008, the number was up to 115, and in 2009, it was up to 130. This year, as many as 155 employees have signed up for the event. Apart from being a sports event, the DHL running event also provides an excellent forum for socializing with colleagues.



Happy Bech-Bruun employees participating in the DHL running event.



Bech-Bruun employees in the fitness room.

Moreover, we offer our employees an attractive health insurance package at no charge. Family members are entitled to coverage at a favourable price. By maintaining and promoting our employees' health, we ensure increased satisfaction and well-being among them, to the benefit of our clients who will receive the best possible service. As a result of our health initiatives, we now enjoy a very low rate of absence due to illness.

We are convinced that healthy and satisfied employees mean higher performance, and our goal is to become the most attractive workplace within our profession. For that reason, caring for our employees is an essential element in our recruitment and retention policy.

Annual health check

Once a year since 2006, Bech-Bruun has invited external health consultants to perform a health check on interested employees, who will receive a follow-up on their health status as well as professional advice on nutrition, exercise and lifestyle. Owing to this initiative, the health level of our employees is generally well above the national average.

The external health consultants have also performed a mandatory workplace assessment, involving an assessment of Bech-Bruun's physical and psychological working environment, using parameters such as well-being, work satisfaction, employee development and job commitment. Based on the assessment, it can be concluded that employee satisfaction among Bech-Bruun's employees is higher than the national average. More than 90 % are generally satisfied or very satisfied with their job, and 67 % believe that they are offered the possibility of gaining new knowledge to a high extent or to a very high extent. Crisis or no crisis, we take pride in maintaining a high level of employee satisfaction.

"Overall, the figures obtained from the health check show that those participating were in excellent shape – and in far better shape than the Danish average."

Healthy Company



Thomas on his bike. Photo: CarstenLundager.dk

Cycling – a target area

As part of Bech-Bruun's health strategy, cycling has our particular attention. Among other things, we participate in the annual national 'We cycle to work' campaign, which allows our employees to compete against teams from other companies to collect the highest number of cycling days, thereby reducing CO₂ emission. Last year, Bech-Bruun mustered 19 teams under the campaign who, combined, cycled 16,108 kilometres, saving the environment 2.6 tonnes of CO₂. This year, 17 teams enrolled in the competition and cycled a total of 28,915 kilometres, saving the environment 4.3 tonnes of CO₂. To promote the participation of as many cyclists as possible, the national campaign is backed by in-house campaigns and competitions.

"The internal competition under the 'We cycle to work' campaign allows participants to get to know each other better as you check the others' score boards on a daily basis to see their mileage, just as you tease those who happened to take the car instead of the bike because it was raining."

Thomas Bøgedal Kristiansen, Associate

Cycling has in fact become a special part of Bech-Bruun's corporate culture. For example, under COP15, we participated in a big cycling event at Copenhagen Town Hall aimed at promoting the bicycle as a means of transport. Moreover, we have participated in the national lifestyle TV programme 'Ha' det godt' (Take care of yourself) and have appeared in the health magazine 'Helsejob' (Healthjob) with the aim of spreading the message that cycling is good for your health and for the environment. Cycling to work is not what you would normally associate with a law firm. This is why cycling has proved to be particularly effective in formulating a strong green message.

We have joined the national 'The Cycle-Friendly Network', which has spurred us to establish bicycle repair facilities and attractive shower facilities for Bech-Bruun's cycling employees.

HUMAN RIGHTS

– PRINCIPLES 1-2

Partnership with Save the Children

Our CSR commitment is rooted in our core values. The same applies to our education and training strategy, the aim of which stretches beyond simply optimising our own internal situation. We consider the right to education to be a universal right not reserved for our part of the world. Education is the gateway to the development of our firm, but it is an absolute requirement for the development of the Third World. With this in mind, we entered into a close partnership with Save the Children in 2008 to build a school in Africa.

Our decision to focus the major part of our sponsor involvement on education in the Third World is no coincidence. It is in perfect agreement with the fact that education is an equally high priority internally for a knowledge-based firm such as ours.

Through Save the Children and the school building project we were given the opportunity to engage in a meaningful exchange of information and ideas with the local communities in Africa; they being the ones who know their own needs and qualifications best. For the last two years, we have invested in the building and running of two schools, the first one in Angola and the second one in Ethiopia.

Our cooperation with Save the Children is also part of a broader CSR involvement in Denmark with Bech-Bruun offering extensive pro bono advice in various other contexts. By way of example, we have entered into cooperation with Save the Children, offering free and non-binding advice to individuals who consider bequeathing money or property to Save the Children. We also actively participate in nationwide collections and other support actions, such as collecting clothes for Haiti.

“Bech Bruun’s involvement in children’s education ensures that schools are being built, that children get better school accessories and that the teachers are offered supplementary training. In other words, Bech Bruun puts a pencil in many children’s hands, enabling them to write a new future.”

Mimi Jakobsen, Secretary General of Save the Children

Targeted pro bono advice

“We are interested in the society we live in, and we would like our work to make a difference. We do extensive pro bono work – 2,250 hours annually.”

Randi Bach Poulsen, Managing Partner









We create value for our employees as well as for society as a whole by offering our competencies to organisations and individuals in need of our expertise. We believe that by doing so, we make a difference. Over the last 12 months, our lawyers have collectively spent more than a man-year on pro bono work. Apart from Save the Children, we work with organisations such as WWF and the Danish Animal Welfare Society, but some of our lawyers also volunteer their professional expertise to the free legal aid association Københavnske Advokaters Retshjælp.

The co-operation with WWF forms a well-considered part of Bech-Bruun’s environmental strategy in exactly the same way as the partnership with Save the Children forms an integral part of Bech-Bruun’s education and training strategy. Our aim is for our internal work and experience within areas such as the environment and education and training to also get external focus, bringing our competencies into play where it makes most sense.



From Bech-Bruun's school in Angola. Photo: Red Barnet

Below is a list of some of our many pro bono activities.

Organisation	Activity
	<ul style="list-style-type: none"> – Microfinance advice – Preparation of legal statements on charitable institutions' access to arranging public collections in Denmark
	<ul style="list-style-type: none"> – Extensive advice in connection with the environmental festival during COP15 in Copenhagen
	<ul style="list-style-type: none"> – Directorship
	<ul style="list-style-type: none"> – Directorship
	<ul style="list-style-type: none"> – Advice in connection with cases where people have left or wish to bequeath money or property to Save the Children
	<ul style="list-style-type: none"> – Various assistance – Directorship
	<ul style="list-style-type: none"> – Articles of association – Employment and labour law – General advice
	<ul style="list-style-type: none"> – Directorship



From the '1 Tonne Less' campaign. Photo: Søren Gade Stendal

THE ENVIRONMENT – PRINCIPLES 7-9

Bech-Bruun is an important advisor on environmental, energy, climate and CSR issues. This is why it is absolutely essential that our work in these areas is firmly rooted within the firm. We believe that our CSR messages have their strongest effect through the advice we offer. As one of the leading law firms in Denmark, we aim to show our clients – and employees – that we abide by the same standards that we advise them to follow.

We acknowledge our responsibility to secure a sustainable environment and the need for acting now and for being a contributing factor in setting the standards in this area. Our efforts with respect to the environment are a natural and integral part of our business. We have completed a number of initiatives aimed at minimising our own impact on the environment. Over the last three years, we have launched and supported a number of green initiatives, large and small, and have, for instance, participated in the following:

THE '1 TONNE LESS' CAMPAIGN

A campaign which was launched up to COP15 with the message that we must all shoulder a responsibility for our future and for reducing CO₂ emissions

CO₂PENHAGEN

The world's first CO₂ neutral music and arts festival where all of the energy required for the festival was produced on the spot by, among others, 50 Bech-Bruun employees on exercise bikes

THE EL MANS RACE

A 24-hour race for electric go-carts where the profit from the eco-friendly race was donated to Save the Children

THE DANISH ENERGY SAVING TRUST'S (now Centre for Energy Savings) CURVE BREAKER AGREEMENT

An agreement under which we commit ourselves to reducing our annual energy consumption by 2% each year over a period of three years

GREEN EMPLOYEE FORUM

Web forum for dialogue and exchange of good ideas for green initiatives

THE ORGANISATION 'HOLD DANMARK RENT' (Keep Denmark Clean)

A network organisation which aims to change people's conduct and approach to litter

MAD MED MENING (food making sense) theme days

Focus on the preparation of food and choice of commodities in a CO₂ friendly way

CO₂ NEUTRAL FRIDAY BAR EVENT

Bech-Bruun's Friday Bar event with focus on CO₂, the environment, organic principles and fair trade



Bech-Bruun's head of IT, Stefan Winquist, participated in the El Mans race for electric go-carts.
Photo: Thomas Lekfeldt / Ekstra Bladet

Energy optimisation of buildings

The first step in Bech-Bruun's internal environmental strategy was a thorough environmental review of Bech-Bruun's offices in Aarhus and Copenhagen. Our firm was carefully scrutinised, and we obtained valid suggestions as to how we can make a difference for the environment. This year's restoration of our offices in Aarhus has contributed further to the building's energy optimisation, mainly through choosing energy-friendly equipment. A bottom place on the energy rating scale has now been replaced by the energy rating B. Our aim is to receive an A rating, which is the highest possible rating.

In 2008, we signed the Danish Energy Saving Trust's curve breaker agreement, thereby committing ourselves to reducing our annual electricity consumption by 2% each year over the next three years. We reached that aim after just one year, but that will not keep us from trying to do even better.

The aim is now to use the agreement as a lever for continuous dedication to reducing our energy consumption.

"Before we started reducing our energy consumption, we were at the bottom of the energy rating scale. Now we are at the top. The impressive energy consumption reduction does not make us rest on our laurels – we continue to remind our colleagues to turn off their computers and the light when leaving the office."

Tonni Poulsen, Installation and Maintenance Supervisor

Initiatives have not been confined to the energy area. Other main focus areas have been recycling, reuse and consumption. For example, we have, increased our recycling of paper by around 150 %, by collecting the paper and sending it to a recycling facility. Our consumption in other areas has gone up a bit, which as far as water goes may be explained by increased use of our shower facilities in connection with the cycling initiative.

	2008	2009
Cardboard for recycling (kg)	6,790	5,680
Paper for recycling (kg)	2,330	5,980
Water consumption (m³)	3,165	3,573
Electricity consumption (kWh)	1,044,548	984,918
Heating (m³)	16,698	19,906



From the environmentally friendly restoration of our offices in Aarhus.



Sustainable IT

We continuously strive to reduce our energy consumption within the IT area and to think along the lines of power-saving solutions. All computers are now automatically turned off at night if not in use. Moreover, 60 physical servers have been converted into virtual servers, making it unnecessary to cool down the server room to the same extent as in the past. This has resulted in a 50 % electricity consumption reduction in the server room. It was this initiative which, in 2009, won Bech-Bruun a nomination for the Legal Technology Awards in the CSR/green IT category. We obviously have recycling schemes for computer equipment, toner cartridges and server boxes.

Finally, in 2010, one initiative has been the replacement of our IT equipment, including all employee PCs. The new equipment has been carefully selected and is characterised by considerably reduced energy consumption.

Green meetings

Meeting with clients is a very important part of Bech-Bruun's business activities, but a high number of meetings is also synonymous with a potential environmental impact. In order to reduce this impact, we try to opt for the environmentally sound choice whenever possible. Bech-Bruun has made bicycles available to employees, which they may use when going to meetings. We have also adopted a policy which directs that travelling must take place in the most CO₂ neutral way possible. And that applies to flights and accommodation alike. Bech-Bruun will also soon apply the same system to taxi trips, which means that we prefer CO₂ neutral taxis. Finally, our two offices, which are located in different parts of the country, use conference calls or video conferences extensively as an alternative to face-to-face meetings.





INSIDE INFORMATION, CONFLICTS OF INTEREST AND DUTY OF CONFIDENTIALITY – PRINCIPLE 10

Being a law firm, Bech-Bruun carries a considerable ethical responsibility. To honour that, we have built a solid corporate governance system rooted in policies on inside information, conflicts of interest and duty of confidentiality. As a Danish law firm, we are subject to the code of conduct adopted by the General Council of the Danish Bar and Law Society, which deals with the fundamental ethical principles for practising law, the relationship with clients, lawyers' conduct in court cases and the relationship between lawyers. We follow strict procedures when it comes to new clients and cases, and we have set down a Conflicts and Code of Conduct Board, which deals with and decides on issues as to whether Bech-Bruun can accept or continue to handle cases in accordance with the rules adopted by the General Council of the Danish Bar and Law Society.

We advise our clients on issues involving, for instance, anti-corruption – including money laundering and contractual provisions on data protection, whistleblower issues and good corporate governance. We see it as our duty – also in relation to the Global Compact – to spread our professional expertise to society at large. That is why we run seminars for our clients and other interested parties about, for instance, the Danish Data Protection Agency's new whistleblower system.

FUTURE FOCUS AREAS

The right to well-being, health and education has taken up much space in this report. And it will take up much space in the next report too, as our focus for the next year(s) will still be on promoting our high level of health and well-being. Education and training will also continue to be high on the agenda – in relation to our employees as well as our clients.

In the health area, our efforts will materialise in a number of internal campaigns about nutrition and exercise. The aim of our continued focus on a healthy lifestyle is to take care of our employees' health, but we also wish to show the surrounding world, by the force of example, that it makes perfect sense to invest in the employees' welfare. In order to ensure that our internal focus on these areas remains high, Bech-Bruun's information and consultation committee will be involved in the work.

A target area in the talent and educational field will be to implement a career strategy. That is part of a combined employee talent and retention programme. Another focal area will be to widen the competence concept so as to further increase focus on non-legal competencies, such as business development. This will ensure diversity in our group of employees as well as in the portfolio of assignments.

We will also work actively to raise the level of environmental concern among ourselves and in the outside world. Through internal campaigns and competitions we aim to ensure that our employees keep thinking along environmentally sound lines. In respect of our clients, we intend to intensify advisory work within the CSR area so that – together – we take on increased social responsibility.

As indicated by the title of this report, we think of our CSR work as work in progress. We are fully aware that this report is only the first step towards spreading the UN Global Compact's 10 principles. In our next report, we aim to set up more measurable criteria for our CSR initiatives and to establish a system for our data collection to get a better overview of our CSR initiatives, which will allow us to share our experience with others even more.



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