



KROMANN REUMERT

CSR REPORT 2014

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FOREWORD

Welcome to Kromann Reumert's CSR Report for 2014.

At Kromann Reumert we are dedicated to CSR. This report describes our CSR activities in 2013 and presents some of our future initiatives.

Our CSR efforts do not stop with the printing of our CSR Report. We recognize and accept our corporate social responsibility, and continue to integrate it into our day-to-day work, our strategy and our culture.

2013 was in many ways a challenging year. But despite the challenges, we stayed focused on our CSR work and achieved our goals.

We have set requirements for our suppliers and further developed our management training, our employees' personal development reviews, our dialogue with up-and-coming talented individuals and our IT learning programme. We have reduced our waste levels, and our electricity and water consumption and maintained our heat consumption at a stable and reasonable level. We are proud of that.

And it also makes us proud to see the high level of commitment our employees display towards cooperation with our pro bono partners. Here we contribute with what we do best – providing legal assistance and advice – and add value to a large number of organisations that carry out important social activities.

I hope you enjoy reading the report.



Arne Møllin Ottosen,
Managing Partner



PLEASE ADD ANY COMMENTS YOU MAY HAVE
We are happy to receive your feedback on this CSR Report and regarding our CSR efforts in general. Contact Stine Colding Buse at scb@kromannreumert.com.

VISION

WE SET THE STANDARD

MISSION

VALUE-ADDING SOLUTIONS AND
ADVICE WITH DEDICATION AND FOCUS

VALUES

SPIRITED TEAMWORK – QUALITY
BUSINESS KNOWLEDGE – CREDIBILITY

ABOUT THE REPORT

This is Kromann Reumert's fifth CSR Report and our fifth annual COP (Communication on Progress) to be reported to the UN Global Compact.

With this report we hope to provide our clients, employees and other stakeholders with an understanding of Kromann Reumert and the way we work with CSR.

The report is modelled on the 10 Global Compact principles, divided into four themes: Human Rights, Labour, Environment, and Anti-Corruption. The report also focuses on our pro bono partnerships because a considerable number of our CSR efforts stem from our desire to do pro bono work by doing what a law firm does best – providing legal advice.

The reporting year is spring 2013 to spring 2014.

KROMANN REUMERT IN BRIEF

Kromann Reumert is Denmark's leading law firm with offices in Copenhagen, Aarhus and London. We employ approximately 500 people, including around 275 lawyers who cover a range of specialist areas. We focus on providing our clients with value-adding solutions that are based on insight into their businesses. We take a dedicated approach to cooperation – internally as well as externally – and we strive to be a trustworthy and responsible partner in all respects.

WE SET THE STANDARD

Our vision is to set the standard among law firms. Good is not good enough – we want to be the best. That is why we demand of ourselves that we consistently stay up-to-date with the latest news in the legal world – both in Denmark and internationally.

OUR INTERNATIONAL POSITION

Kromann Reumert is a business with a distinct international outlook, serving Danish and foreign clients alike. In connection with our new strategy period 2013-2016, we are increasing our focus on our international profile and we expect internationalisation to have a great impact on our work over the next few years.

We cooperate with lawyers all over the world and are the only Danish member of the international organisation Lex Mundi, consisting of more than 21,000 lawyers in 160 of the world's

leading law firms. We are also active in most of the key international lawyers' organisations, including IBA, ABA, IPBA and AIJA, and several of our partners currently hold or have previously held executive-level positions in the international legal community. For our clients, the benefits of our distinctive international position include high-quality multi-jurisdictional advice and unique access to a range of specialists in almost every part of the world. At the same time, we are well placed to help our clients stay abreast of the latest international trends and developments, including those that may extend to Denmark. Our services include assisting Danish enterprises in overcoming the legal challenges they face as they venture out into international markets.

RATINGS

Kromann Reumert received several international awards in 2013. These include being named "Legal Advisor of the Year – Denmark" by Financial Times & Mergermarket, and "Danish law firm of the year" by Who's Who.

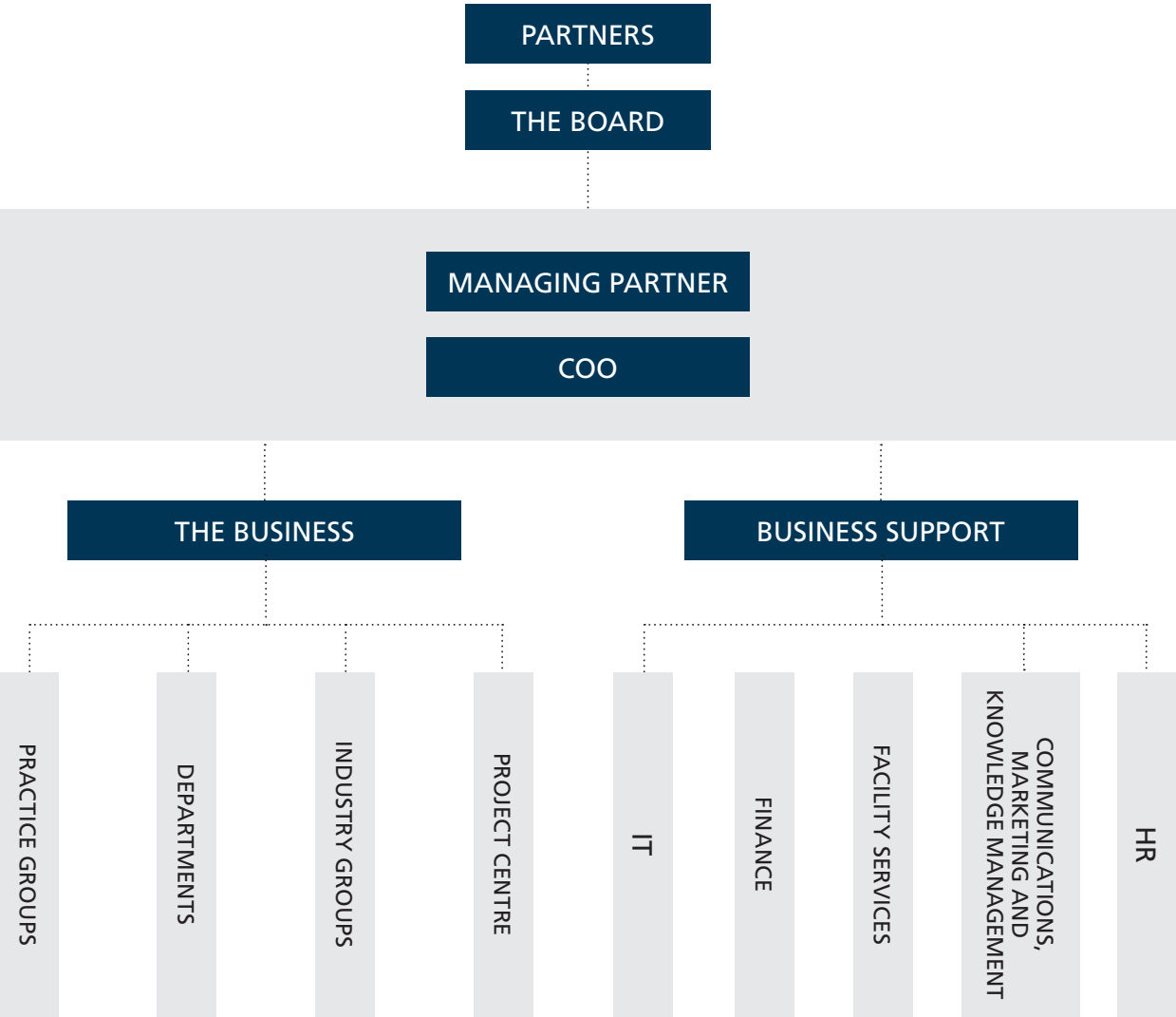
In 2013, Chambers, IFLR and Legal 500 gave Kromann Reumert top rankings in a large number of specialist areas and many of our partners were recommended for their outstanding individual skills.

In 2013, the Danish magazine Økonomisk Ugebrev once again awarded Kromann Reumert the title of best Danish law firm.

OUR ORGANISATION

Kromann Reumert is a partner-owned firm. Our partnership structure is based on a principle of equal sharing which ensures that our clients always receive the best solution, regardless of which individual they contact.

We always strive to assemble cross-disciplinary teams of people with different specialist skills that together can provide our clients with the best solutions.



The chart above reflects our organisational structure.
READ MORE ABOUT KROMANN REUMERT AT WWW.KROMANNREUMERT.COM.

OUR RELATIONS

Kromann Reumert maintains an active dialogue with different groups of stakeholders. Through various client surveys, we regularly ask our clients what they think about working with us, and naturally we carry out employee satisfaction surveys as well.

DIALOGUE WITH FUTURE EMPLOYEES:
TALENT NETWORK

Kromann Reumert's most important resource is our employees – this is how it is now and the way it will stay in the future. Therefore, for the second year in a row, we created a talent network for 15 up-and-coming law students from the University of Copenhagen, Aarhus University, Aalborg University, and the University of Southern Denmark. This provides us with a unique avenue through which to communicate with some of our future employees and allows us to recognize changing needs and requirements early on so that we can react in time to make a difference.

The network is structured around six network meetings and offers students a chance to develop their communication skills and personal strengths. Students are also invited to debate issues and share knowledge on a one-on-one basis with a lawyer and an assistant lawyer, and are given access to our library and a study seat in Aarhus or Copenhagen for the eight-month duration of the Talent Network.

The purpose of the network is to provide law students with practical insight into law so that during their studies they get the opportunity to see what it takes to become a good corporate lawyer – and not least to strengthen the skills required to master the craft of practising law.

We want to help enterprises grow. Therefore, for the second year running, we have published "Overview", a report based on extensive analyses and addressing a topic of current interest to the business community.

THE BUSINESS COMMUNITY

Many businesses and business organisations make use of our specialists as expert speakers on various topics like Corporate Governance, whistleblowing, anti-corruption, foreign trade and other areas that businesses may need to know about, including in connection with their activities in international markets.

We want to help enterprises grow. Therefore, for the second year running, we have published "Overview", a report based on extensive analyses and addressing a topic of current interest to the business community. Last year's report dealt with exports to non-EU countries. This year we have analysed initial public offerings in Denmark in light of the absence of Danish IPOs and the decision by some Danish businesses to list on foreign stock exchanges. Our report highlights 10 specific proposals that may contribute to strengthening the stock market in Denmark in the future. You can download the report at www.kromannreumert.com.

CLIENTS AND COOPERATIVE PARTNERS

Kromann Reumert's Executive Forum has held successful events with the participation of notable business personalities like Eivind Kolding, Henrik Poulsen, Mads Ryder, Peter Kurstein and others. Our assistant lawyers took the initiative of arranging a network event at which the Danish entrepreneur Johan Bülow gave an introductory presentation. We have organised both internal events exclusively for Kromann Reumert employees and external events like open conferences, networking meetings, seminars and social events. We have also hosted numerous other events, including for our Alumni Club. All in all, 128 events in 2013 have contributed to improving relations with our clients and future employees.



OUR AMBITIONS

In our CSR Report for 2011, we formulated two overarching ambitions for our CSR work leading up to year-end 2013: we wanted to strive to integrate CSR into our own business and organisational processes to make it a completely natural part of good business, and we sought to be part of the driving force behind the evolution of CSR in business.

We are now into 2014, but this does not mean that any efforts to realise our ambitions should cease. On the contrary, we will continue working towards our two current ambitions while at the same time formulating a new and third ambition that runs until 2016.

Our ambitions also form the basis for the CSR activities described in this report and will remain the foundation for our activities until the end of 2016. Even though our overall ambitions will remain the same, we will continually strive to create new initiatives that contribute to realising our ambitions within the four themes of human rights, labour, the environment and anti-corruption.

AMBITION 1

With respect to ambition 1, we have again achieved an ambitious goal. A focus on reducing CO₂ is an integral part of the way we act, invest and think in everyday life. We will continue to be ambitious in terms of maintaining and developing results through continued emphasis and future growth. Partnerships and pro bono work have been further integrated into our legal business and we will continue to work with and strengthen this development (see ambition 3).

AMBITION 2

With respect to ambition 2, our goal was to increase awareness of the Global Compact and CSR in business. We have achieved this through several initiatives. Among other things, we have incorporated information about our involvement in Global Compact and CSR into our corporate presentation which is used numerous times each year, particularly in connection with seminars, client presentations and training. We also provide meeting facilities and conduct various brunch meetings for SOS Børnebyerne (SOS Children's Villages), all to further awareness of CSR in the business community.

We continue to promote diversity on boards of directors through our extensive network of individuals who visit us every day, either to attend events or as clients. In 2013, the Chairman of our Board and Partner, Marianne Philip, collaborated with Heidrick & Struggles in the context of the Women Corporate Directors (WCD) network to increase the number of female board candidates. Kromann Reumert will continue to support this work.

In 2013, we continued our participation in the Danish campaign Verdens Bedste Nyheder ('The World's Best News'), the object of which is to raise awareness about the UN 2015 goals. In 2014 we expect to continue to support the UN 2015 goals to fight poverty throughout the world. Our other initiatives to fulfil ambition 2 are described in more detail under each of the themes in this report.

AMBITION 3

In 2014 and 2015, we will increasingly direct our pro bono efforts towards children, youth and education. Rising young stars form the basis for not only Kromann Reumert's growth, but also for our society, locally as well as globally. We will continue strengthening our relationships with our pro bono partners in this area, but also focus on local projects such as the cooperation with Sortedamsskolen from Østerbro.

It is the people at Kromann Reumert who make us successful. Job satisfaction, health, spirited teamwork and pride are important factors in our achievements. Our CSR work should be used to a much higher degree to strengthen these elements.

FRAMEWORK
GLOBAL COMPACT
AS THE FRAME FOR
CSR STRATEGY
AND INITIATIVES

Our ambitions also form the basis for the CSR activities described in this report and will remain the foundation for our activities until the end of 2016.





IN-HOUSE LAWYER OF THE YEAR

An increasing number of Danish businesses are setting up in-house legal departments and many are expanding their existing departments. As this trend progresses, Denmark's in-house lawyers play an increasingly strategic and value-adding role in businesses. In 2013 we launched the In-House Lawyer of the Year award together with the Danish Company Lawyers Association (Danske Virksomhedsjurister (DVJ)). The purpose of the award is to recognize the value of company lawyers in Danish businesses.

Company lawyers contribute substantially to strengthening Danish business and growth. The award helps highlight and celebrate the value-adding efforts of company lawyers who deserve special recognition for their contributions to the businesses they work for and the Danish business environment in general.

In addition to an honourable title, the In-House Lawyer of the Year receives DKK 75,000 to donate to a charitable organisation of their choice.



FUNDRAISING EVENT – DANMARKS INDSAMLING 2014

Kromann Reumert's employees together raised DKK 25,600 for the Danish fundraising event Danmarks Indsamling 2014. Kromann Reumert's partnership added another DKK 124,400 on top of that amount, taking the overall contribution to DKK 150,000.

We have previously helped the relief organisations behind Danmarks Indsamling establish the contractual foundations for the fundraising show.



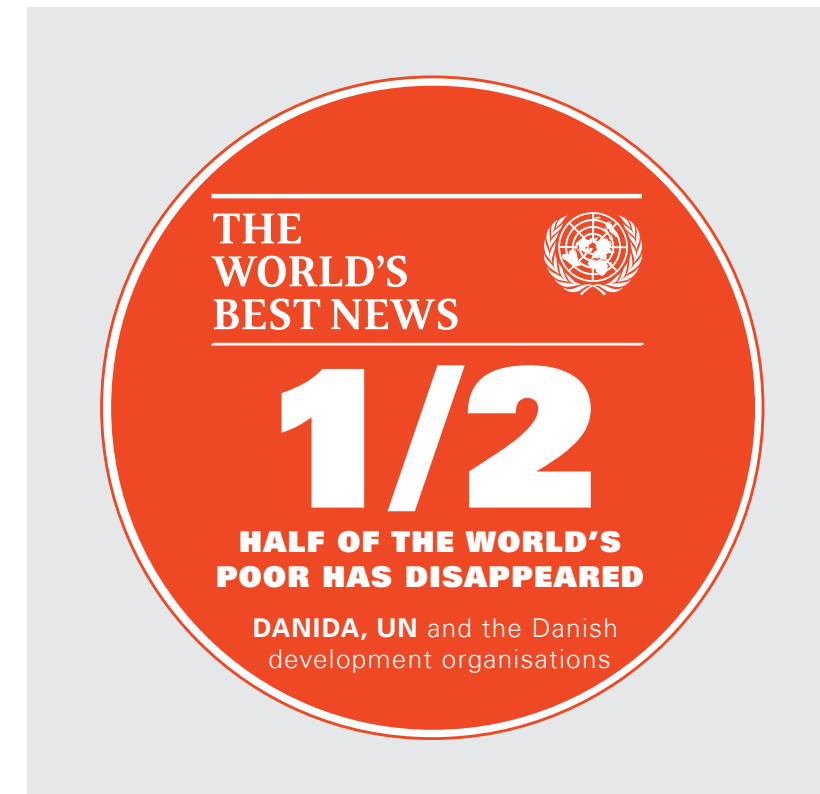
THE DENMARK- AMERICA FOUNDATION

Every year, Kromann Reumert sends talented lawyers abroad to accumulate skills and experience in foreign legal work. The knowledge they bring back from their secondments is invaluable.

The DENMARK-AMERICA FOUNDATION was set up to give talented young Danes the opportunity to stay in the USA to obtain formal qualifications and increase the level of knowledge in Denmark, academically, culturally and commercially. Talent development and knowledge sharing are keywords at Kromann Reumert.

Kromann Reumert donates DKK 10,000 to the DENMARK-AMERICA FOUNDATION to help some of the most able young people in Denmark study in the USA.

You can read about our other initiatives in previous reports, available for download at www.kromannreumert.com.



KROMANN REUMERT AND THE WORLD'S BEST NEWS

Kromann Reumert continued its work as a partner in the Danish campaign Verdens Bedste Nyheder ('The World's Best News') in 2013. We did so primarily as a result of our involvement in UN Global Compact. The campaign resonates very specifically with the UN 2015 goals, which are often applied as a benchmark for the world's development. The purpose of the campaign is to provide Danes with better knowledge about the concrete results achieved through development aid and the work to end global poverty. The World's Best News is a call to take the last decisive steps towards fulfilling the 2015 goals.

We helped broadcast that call in 2013 through a number of different channels, including:

- > Banner and news on our website
- > Intranet news
- > Management communications in the form of a news column
- > Facebook
- > Twitter
- > LinkedIn



WE CONTINUE TO INTEGRATE
OUR CORPORATE SOCIAL
RESPONSIBILITY INTO OUR
DAY-TO-DAY WORK, OUR STRA-
TEGY AND OUR CULTURE



THE CSR ORGANISATION

The people responsible for CSR activities at Kromann Reumert meet regularly to discuss both strategic objectives and practical initiatives. The partner responsible for our pro bono work is charged with overseeing pro bono projects and maintaining contact with the employee-driven pro bono groups. The pro bono groups themselves are responsible for the work they undertake through their selected pro bono partnerships.

Our Facility Manager is responsible for Kromann Reumert's work with climate and the environment, as well as supplier management. Overall responsibility for Global Compact and other CSR-related initiatives is placed with our Communication, Marketing and Knowledge Manager so as to take advantage of the full potential of such initiatives in relation to our strategy and business.

THE 10 GLOBAL COMPACT PRINCIPLES

1-2

HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.

3-6

LABOUR

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

7-9

ENVIRONMENT AND CLIMATE

7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.

10

ANTI-CORRUPTION

10. Businesses should work against corruption in all its forms, including extortion and bribery.

GLOBAL COMPACT'S 10
PRINCIPLES ARE DIVIDED
INTO FOUR THEMES:
HUMAN RIGHTS, LABOUR,
ENVIRONMENT AND ANTI-
CORRUPTION.

PRINCIPLES 1-2 HUMAN RIGHTS

PRINCIPLES 1-2: HUMAN RIGHTS

COMMITMENT

The first two Global Compact principles concern human rights. Kromann Reumert helps protect human rights through several partnerships. Among the organisations we work with are OMBOLD, Børnehjælpsdagen (‘Children’s Help Day’), Reden (‘The Nest’) and Reden International (‘The Nest International’). We mainly provide legal assistance to these organisations. Read more about these activities in the ‘Partnerships and Pro Bono’ section.

RESULTS: MARCH 2013 - MARCH 2014

In addition to the various pro bono initiatives described later in this report, we set a goal last year to demand certain standards from 20 of our biggest suppliers and to require them to implement our Code of Conduct. Our progress on this is as follows:

Goals	Results
We will demand certain standards from the largest 20 of our key suppliers	To the greatest extent possible, we will seek to cooperate with suppliers that have adopted an ambitious CSR policy and/or meet the UN Global Compact principles or similar principles. We believe this is a very important objective, but restructurings and other challenges over the past year have prevented us from reaching the objective to an extent that we consider satisfactory. We will therefore continue to work on these objectives in 2014.
We will implement our Code of Conduct as a set of standard terms and conditions	

NEW GOALS: MARCH 2014 - MARCH 2015

In the coming period we will work towards the following goals and activities:

Goals	Activities
We will demand certain standards from the largest 20 of our key suppliers	To the greatest extent possible, we will seek to cooperate with suppliers that have adopted an ambitious CSR policy and/or meet the UN Global Compact principles or similar principles.
	When selecting a key supplier, we will check their CSR policy.

PRINCIPLES 3-6 LABOUR

PRINCIPLES 3-6: LABOUR

COMMITMENT

Kromann Reumert's most important resource is its employees. They are fundamental to our business, and they are the source of the results achieved every day – and the key to helping us maintain our position as the leading law firm in Denmark. It is therefore essential that we do our utmost to ensure that our employees can continue to deliver high-level results. That means they must be nurtured and carefully managed within an environment that is both inspiring and conducive to spirited teamwork.

RESULTS: MARCH 2013 - MARCH 2014

In our last CSR Report we listed a series of goals and activities, including in relation to the development of leadership training, personal development reviews, and increased learning through IT. We wset out the status of those goals below.

WE WILL DEVELOP A NEW LEADERSHIP TRAINING PROGRAMME

Good leadership is a prerequisite to setting motivating goals for all employees while at the same time retaining and attracting the very best employees. In 2013, we developed a new and improved leadership training programme for our lawyers, facilitating a continuous focus on leadership throughout their career path by way of three modules targeted to suit each stage of a lawyer's career.

In addition to offering conventional leadership training, the new programme focuses on each individual lawyer's personal development, recognising that effective leadership starts with the self. The leadership training programme is about self-reflection in order to become a more credible leader. The programme also focuses on daily mentoring and continuous feedback in the form of both constructive criticism and praise. The purpose of the training is to enable participants to set a clear direction and specific objectives for their employees, build trust and commitment, inspire others, and create a strong culture.

WE WILL FURTHER DEVELOP OUR DIALOGUE WITH TALENTED LAW STUDENTS

During the reporting period, we have continued our focus on working with talented law students. For the second year running, we have completed the eight-month Talent Network for

third-year law students, which gives them insight into a lawyer's work as well as both a practical approach to legal areas and training in essential legal disciplines. In 2013, our group of law students and student interns also held their first networking event with a focus on building new relationships. By concentrating on the law in practice, and on inspiration via professional expertise and careers, we have been able to build new relationships with students at our events over the past year.

WE WILL FURTHER DEVELOP OUR PERSONAL DEVELOPMENT REVIEW

Working together with management, we intended to build into the personal development review format an additional foundation on which to think strategically in terms of developing skills. During the most recent CSR period, we initiated the work to further advance our personal development review format but are yet to complete and implement a final design.

WE WILL ACHIEVE INCREASED LEARNING THROUGH IT

In line with our goal to facilitate a simpler working day for our employees by taking advantage of new IT options, we have introduced Microsoft Lync. Lync is a communications platform that gives our employees easy access to telephone and video conferences, and online document sharing, among other things. With the introduction of the system, all employees were given training to maximize the system's full benefit from the outset.

Employees in numbers	2007	2008	2009	2010	2011	2012	2013
Number of employees	483	547	596	585	588	557	517
Number of partners	57	54	59	67	70	65	66
Total percentage of women	54,9	53,2	53,2	53,2	54,9	54,2	54,9
Total percentage of female partners	12,25	12,96	13,56	22	20	19,7	19,7
Average age	35,9	36,2	36,1	35,3	34,6	35	37,1
Health	2007	2008	2009	2010	2011	2012	2013
Percentage of absence due to sickness, per employee	5	5	5	5	3,4	3,5	2,12
Work life balance	2007	2008	2009	2010	2011	2012	2013
Women working reduced hours	37	42	34	32	39	27	38
Men working reduced hours	0	1	1	1	2	0	0
Number of mobile workplaces	250	320	380	410	400	380	356
Results of employee satisfaction survey – work-life balance (rated on a scale of 1-100, where 100 is the highest)	60	67	-*	67	-*	68	-*
Education	2007	2008	2009	2010	2011	2012	2013
Total number of days that employees spent attending courses	-	2400	2600	2600	2700	2500	2100
Number of course days per employee	-	4,3	4,4	4,5	4,5	4,4	4,1
Number of internal courses	-	70	80	82	80	70	65
Employee satisfaction	2007	2008	2009	2010	2011	2012	2013
Combined result – employee satisfaction (rated on a scale of 1-100, where 100 is the highest)	73	81	-*	80	-*	80	-*
Management (rated on a scale of 1-100, where 100 is the highest)	70	74	-*	77	-*	76	-*

The table above shows employee data, calculated every year from 1 January to 31 December.
*Since employee satisfaction surveys are carried out every 18 months, no survey was carried out in 2009, 2011 and 2013.
The next survey will be conducted in May 2014.

NEW GOALS: MARCH 2014 - MARCH 2015

In the coming period we will work towards the following goals and activities:

Goals	Activities
We will increase transparency in our career development programmes	We will clarify the contents of our career development programme and the skills development path involved in a career with Kromann Reumert. Together with a project group of ten lawyers, we will focus on initiatives that can contribute to elucidating and developing our career development programmes.
We will further develop our personal development review	We will continue developing our existing personal development review format in order to amplify results and create a more powerful effect from the reviews. We will ensure that we use our resources in the best possible way and think strategically in terms of developing competencies.
We will increase our focus on secondment	We will develop the opportunities and processes for both national and international secondments. Insight and experience from other industries is essential to the advice provided by Kromann Reumert. Secondment can help strengthen a lawyer's commercial understanding, which will contribute to making Kromann Reumert more visible and differentiating us from other firms. International secondments develop knowledge about cultural differences and improve language skills, among other things.



PRINCIPLES 7-9 ENVIRONMENT AND CLIMATE

PRINCIPLES 7-9: ENVIRONMENT AND CLIMATE

COMMITMENT

Kromann Reumert’s work within the areas of environment and climate originates from our vision on climate: We will set the standard within our industry for environmental and climate issues.

RESULTS: MARCH 2013 - MARCH 2014

Our staff in the Facility Services department continue to be highly involved in efforts to reduce our CO₂ emissions, and work continuously to identify new, more effective methods and better products and materials to help us reach our goals. Once again, their commitment has enabled us to achieve good results within the areas of environment and climate.

Last year, we set the following goals and completed the following activities:

Goals	Results
We will further reduce our electricity consumption	<p>We have installed more motion sensors so that automatic on/off activation will occur from shorter distances in our hallways.</p> <p>Lighting fixtures have been replaced by LED fixtures and we have introduced a “turn off the light” procedure for those employees who move around late in the day in our offices in Copenhagen and Aarhus.</p> <p>We have stayed up-to-date with the latest products and energy-saving methods, which we have implemented on an ongoing basis.</p>
We will make our heating more efficient	Having reduced our heat consumption to 80 kWh per square metre, we have achieved our 2011 target to reduce heat consumption to 120 kWh or less per square metre.
We will increase our efforts to sort waste	<p>Throughout the year, we have worked to ensure a high recycling percentage by maintaining focus on waste sorting, among other things.</p> <p>We have collaborated with TerraCycle® and Arla Harmonie® to limit the amount of plastic taken to Danish reuse incineration plants by participating in the collection programme “Use the Lid”. The purpose of the programme is to reuse milk and yoghurt lids for innovative products.</p>
We will minimise our water usage	In order to continue minimising our water usage we have installed water-saving aerators for our kitchen and toilet taps.

ENVIRONMENT AND CLIMATE DATA

The activities we have undertaken result in the following data:

	2010	2011	2012	2013
Waste (tonnes)	142	105	172	144
Waste sent to be recycled (tonnes)	67	43	62	61
Electricity consumption (kWh)	1.776.946	1.746.576	1.516.163	1.407.619
Electricity consumption (m²)	68	66	57	53
District heating (MWh)	2.777	2.304	2.241	2.233
District heating (MWh per m²)	0,11	0,09	0,08	0,08
Water usage (m³)	5.485	6.164	5.733	5.539
Water usage (m³ per m²)	0,21	0,23	0,22	0,21

MEASURING CO₂

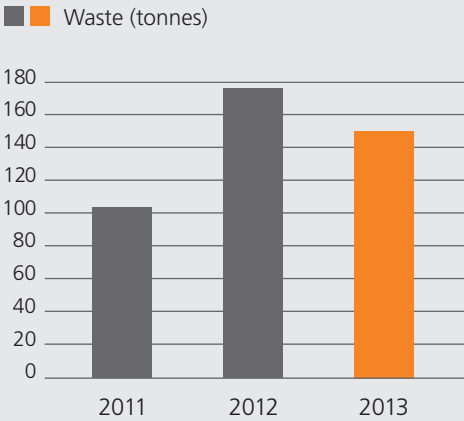
Our CO₂ targets are based on a CO₂ reduction per m². The following parameters are measured:

	2010	2011	2012	2013
M²	25.999	26.561	26.430	26.430
CO ₂ emissions - electricity consumption	2010	2011	2012	2012
CO ₂ emissions in total (kg)	810.352	795.470	690.860	594.531
CO ₂ emissions (MWh per m²)	31	30	26	22

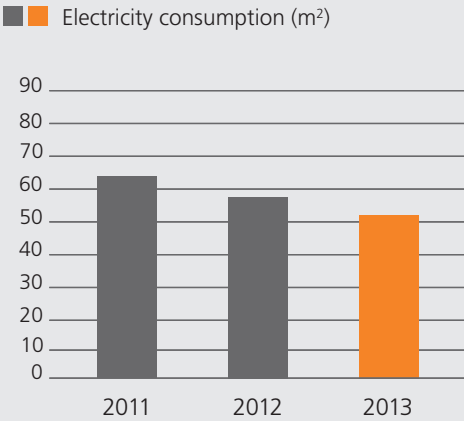
In 2011 we attained our original goal ahead of time to reduce our CO₂ emissions by 20% between 2008 and 2012. Therefore we set a new goal to reduce our CO₂ by another 10% leading up to 2015. By 2012 we had already achieved an additional 13% saving.

The challenges will be greater going forward, as it becomes increasingly difficult to find ways to realise new reductions.

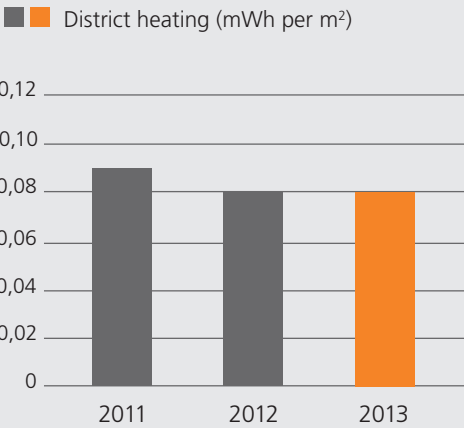
However, we remain ambitious, and therefore we set a goal in 2013 to reduce our CO₂ emissions by an additional 5% within three years. In other words, our goal was to achieve a total CO₂ reduction of 15% between 2011 and 2015. That goal was achieved by 2013. Our future ambition is therefore to maintain the present low level, including during periods of growth.



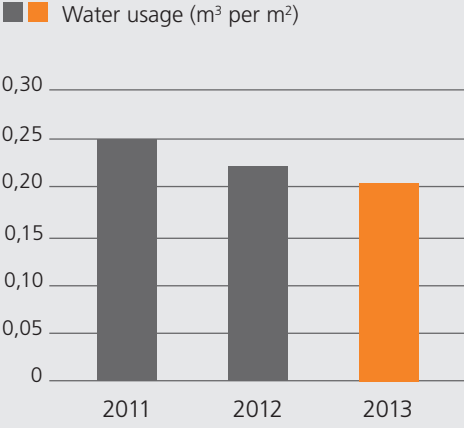
In 2013 we decided to increase the efficiency of our archive shredding processes, which resulted in less waste compared to 2012.



We reduced our electricity consumption from 2012 to 2013 as a result of improvements to our power on/off functions, replacement of our light fittings with LED fittings, and implementation of a "turn-off-the-light" procedure.



Last year we achieved a reasonably low consumption level for district heating, due in part to optimising the operations of our ventilation plant. We were able to continue at that level in 2013.



The reduction in our water consumption level is attributed to installation of water-saving aerators for our kitchen and toilet taps.

NEW GOALS: MARCH 2014 - MARCH 2015

We have identified the following goals to work towards before our next Global Compact report:

Goals	Activities
We will reduce our electricity consumption	We are planning to replace our photocopying machines with more environmentally friendly models.
We will maintain our heating consumption at the present level	We believe that our heating consumption is at a sensible level. We will maintain that level in 2014 by continuing to focus on optimisation of our operations.
We will focus on sorting our waste	It is important to us to ensure that a high percentage of our waste is recycled, and we do this by maintaining an emphasis on sorting. This will remain a focus area for 2014.
We will minimise our water usage	We will continue our efforts to minimise our water usage, including installing more water-saving aerators for our taps in 2014.
We will reduce our travel activities	<p>In 2014 we will continue our efforts to reduce our travel activities, through activities like setting up additional video conference rooms.</p> <p>In May 2014 we will participate in Denmark's largest fitness campaign, "Bike to Work 2014", the purpose of which is to reduce pollution, improve public health and reduce traffic crowding.</p>



A young boy with dark hair is looking through a pair of binoculars. He is outdoors, with green foliage and trees in the background. The image is slightly blurred, focusing on the boy's face and the binoculars.

PRINCIPLE 10 ANTI-CORRUPTION AND CORPORATE GOVERNANCE

PRINCIPLE 10: ANTI-CORRUPTION AND CORPORATE GOVERNANCE

COMMITMENT

Transparency International Denmark is the Danish branch of the global organisation Transparency International (TI), which aims to combat corruption and bribery on a global scale. In the most recent Corruption Perceptions Index (CPI) for year-end 2013, Transparency International ranked Denmark in equal first place with New Zealand with a score of 91 out of 100. This indicates that Denmark is one of the least corrupt countries in the world, but with a score of 91 there is still room for improvement.

As a business partner to Danish enterprises – many with a broad, global perspective – it is important that we can continue to put anti-corruption on the agenda. Consistent with our efforts in previous reporting years, we have sought to adapt Global Compact's 10th principle to Danish conditions, adding 'Corporate Governance' to the title. Corporate Governance is important to us as a law firm, both in terms of encouraging corporate governance in our position as confidential adviser to many of the largest businesses in Denmark, and in terms of our own business activities. As a law firm, we are subject to strict ethical guidelines. In 2012 we described our internal procedures, and we therefore refer to previous reports available at www.kromannreumert.com.

We provide advice and hold seminars on international trade, including Danish and foreign trade restrictions (such as "dual use"). This means that we contribute to ensuring compliance with sanctions imposed by the UN, EU and other organisations and countries against Iran, Syria and North Korea, among others. These sanctions have been imposed to secure fundamental human rights. Ours is the only Danish law firm to have set up "International Trade" as a separate business area and to have recognized a considerable need among Danish businesses for advice on sanctions and similar rules.

CORPORATE CRIMINAL LAW SINCE OUR LAST REPORT

Last year we set up a "Corporate Criminal Law" practice area to satisfy the increasing demand for advice from the Danish business sector resulting from tighter legislation to fight financial crime and specific criminal offences. Since then, we have provided advice to several businesses on corporate criminal matters, carried out internal investigations (including as part of risk management and compliance work), and provided advice on compensation for victims of financial crime.

RESULTS: MARCH 2013 - MARCH 2014

Below are the goals that we set in our last report, together with the results we have achieved in the period between March 2013 and March 2014.

Goals	Results
We will help raise awareness of CSR and corporate governance	<p>In cooperation with Copenhagen Business School we have launched and developed a new board leadership course, where we also participate in teaching activities. The course includes a thorough presentation of good corporate governance recommendations.</p> <p>We have continued our active cooperation with Business Kolding/INSEAD, where a number of Kromann Reumert’s partners continue to teach corporate governance.</p> <p>In 2013 we continued to promote the development of corporate governance through our work in the Committee on Corporate Governance, for which Marianne Philip is Deputy Chair-man.</p> <p>We contributed to the drafting of the new recommendations for good foundation govern-ance contained in the Industrial Foundation Committee report from December 2012. The bill was introduced on 12 March 2014.</p> <p>In June we held the seminar “Bribery and Corruption – Rules, Practice and Red Flags” for 90 representatives, primarily from Danish businesses working globally.</p> <p>We carried out pro bono work for Transparency International in Denmark.</p> <p>We gave a significant number of talks and lectures on Corporate Governance, corruption and bribery at conferences and seminars.</p>

NEW GOALS: MARCH 2014 - MARCH 2015

In the coming period, we will work towards the following goals and activities:

Goals	Activities
We will help raise awareness of CSR, anti-corruption and Corporate Governance	<p>We will develop and roll out e-learning tools to help ensure compliance with internal guide-lines and international rules.</p> <p>We will continue promoting corporate governance.</p> <p>We will continue improving our advice to Danish businesses about compliance with interna-tional sanctions against countries at war and similar.</p> <p>In both Danish and international forums, we will continue our efforts to focus on compliance with fundamental anti-corruption and related rules, thereby contributing to improving Danish enterprises’ compliance with the rules.</p> <p>We will join the ICC Commission on Anti-Corruption and Corporate Responsibility in Denmark in order to continue contributing to the development of standards.</p>



PARTNERSHIPS AND PRO BONO

Kromann Reumert has created partnerships with a range of organisations that our employees assist by providing legal services for free or at a significantly reduced price. The work is done pro bono, which means for the public good.

COMMITMENT

Kromann Reumert's pro bono work is carried out in accordance with our pro bono policy, which consists of the following principles:

Principle 1

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

Principle 2

Kromann Reumert carries out relevant pro bono work that is not religious or political in character (although there are some grey areas).

Principle 3

The scope of our pro bono work is proportionate to our firm's size and character.

Principle 4

In order to coordinate the firm's collective pro bono efforts, we have put in place a Pro Bono Committee that is responsible for Kromann Reumert's pro bono work in each of our individual departments.

Principle 5

A fundamental principle is that we apply the same rules in handling pro bono cases as for all of our other work. However, when we consider whether or not to engage in pro bono projects, 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 WORK IS
BASED ON FOUR CENTRAL
TENETS: CHILDREN &
YOUTH, EDUCATION, HUMAN
RIGHTS AND HEALTH

OUR PRO BONO PARTNERSHIPS

Our pro bono work rests on the commitment of our employees so our pro bono partner organisations have primarily been selected by employees who have a special relationship with the relevant organisations. This helps us achieve the best outcome for both the organisations involved and our employees.

Our pro bono work is based on four central tenets:

- > Children & Youth
- > Education
- > Human Rights
- > Health

We regularly evaluate our cooperation with partner organisations to ensure that we are applying our resources in the most effective and efficient way. To the greatest extent possible, we try to educate through our pro bono work so that organisations can become increasingly independent and less reliant on our assistance. By way of example, we may assist with drafting standard documents or provide guidance on how to apply for financial support.

In support of our goal to help where help is most needed, we will focus our pro bono efforts on children, youth and education during the next CSR period.

OUR PRO BONO PARTNERSHIPS

We are proud of our partnerships with these organisations:



TRANSPARENCY INTERNATIONAL
Transparency International is a global civil society organisation fighting against corruption, nepotism, abuse of power, and bribery. Read more at www.transparency.dk.



THE DANISH SCHOLASTIC CHESS FEDERATION
The Danish Scholastic Chess Federation is founded on the principle that scholastic chess strengthens the intellectual and social development of children and youths, which helps them pursue lifelong learning and education. Read more at www.skoleskak.dk.



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.



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 or see www.sos-childrensvillages.org.



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



REDEN INTERNATIONAL
Reden International (The Nest International) is an organization dedicated to women. It provides practical support for foreign women involved in prostitution in Denmark. Read more at www.redeninternational.dk.



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 at www.reden.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.



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



HØVEDHUSET
HovedHuset ('The Head House') opened in 2006 as a project initiated by The Danish Brain Injury Association. As at 1 November 2011, HovedHuset was a private institution. They offer specialized services for people of working age who have sustained a brain injury. Read more at www.hovedhuset.dk.



INSTITUT FOR MENNESKERETTIGHEDER
Institut for Menneskerettigheder (The Danish Institute for Human Rights) includes research, information, education and documentation on human rights in Denmark and abroad in cooperation with authorities in Denmark, the Nordic Council, the Council of Europe, OSCE, the EU and the UN. Read more at www.menneskeret.dk.



ØNSKEFONDEN
Make A Wish Ønskefonden aims to fulfill the wishes of children (3-18 years) who live in Denmark and suffer from a life-threatening illness. Read more at www.onskefonden.dk.



ASHOKA
Ashoka is a global organization for the world's leading social entrepreneurs and seeks to find innovative solutions to some of the most urgent social problems on the planet. Read more at www.ashoka.org.

RESULTS: MARCH 2013 - MARCH 2014

In the period March 2013 to March 2014, our lawyers provided 620 hours of pro bono legal advice to the pro bono partner organisations listed above. Further, our administrative employees devoted numerous unrecorded hours to assisting our pro bono partner organisations with tasks like printing materials for them or providing services at events held at Kromann Reumert.

RESULTS FOR EACH INDIVIDUAL PRO BONO PARTNER

MARCH 2013 - 1 MARCH 2014

Our objective for the period March 2013 to March 2014 was to evaluate the pro bono concept among our employees, and also continue the existing cooperation with all of our pro bono partner organisations. The results are described below.

Organisation	Activities 2013
TRANSPARENCY INTERNATIONAL	Each year we assist Transparency International Danmark with its assessment of the Danish authorities’ efforts to ensure compliance with the OECD convention on combating corruption among foreign public officials.
DANSK SKOLESKAK (Danish Scholastic Chess Federation)	We provided legal assistance in connection with Dansk Skoleskak’s use and renewal of fixed-term employment contracts, where the fixed-term contracts were based on government grants. Further, we provided advice concerning the opportunity for and consequences of entering into consultancy agreements, including consultancy agreements with former employees.
EDUCATION WORK	<p>As part of the City of Copenhagen’s lower-secondary education dynamo we held an education day for 50 ninth-grade pupils at the Sortedam School. The objective was to highlight the transition into post-secondary education and to motivate pupils to pursue a higher education. Before the visit, pupils received social science lessons in democracy and the Danish Constitution, and on the education day itself they were given a chance to put their knowledge into practice with a fictitious role-play trial. They were also given insight into other job functions that are required within a law firm like Kromann Reumert.</p> <p>In 2014 we are planning to extend the project to include Ingrid Jespersen’s Gymnasieskole (an upper-secondary school).</p> <p>We have made an arrangement with Sortedam School that allows pupils in special need of practical experience to work as trainees at Kromann Reumert as a supplement to the school’s work experience programme.</p> <p>In addition, we are working on plans to cooperate with some of the more socially burdened schools in Copenhagen.</p> <p>We have had several school trainees so far.</p>
BØRNEHJÆLPSDAGEN (Child Welfare Day)	Over the past year we have provided legal advice on a regular basis, including in connection with the drafting of a declaration of consent concerning copyright and photography, creating a framework agreement for a non-profit lottery, and advice concerning the set-up of a committee.

Organisation	Activities 2013
COPENHAGEN PRIDE	No activities in 2013.
REDEN INTERNATIONAL (an organisation combating trafficking in women)	<p>We assisted Reden International in drawing up standard employment contracts for the majority of their employee groups and reviewed specific contracts and addenda, and we provided advice in connection with the employment of staff within particular areas or for particular projects financed by separate funds.</p> <p>Also, we assisted in the interpretation of collective agreements concerning matters like pay, pension and inconvenience allowance, and we assisted Reden International in defending employee claims in connection with dismissals.</p> <p>Finally, we provided advice on the interrelationship between the rules governing self-employed consultants and the rules governing employees.</p>
REDEN (a drop-in centre for women in prostitution)	<p>We assisted Reden in reviewing certain contracts and provided advice in connection with the employment of staff.</p> <p>We also provided advice in connection with questions concerning leave agreements for students and part-time employees and the rules governing changes to terms and conditions.</p>
OMBOLD (football for homeless and socially vulnerable individuals)	<p>We provided advice in connection with OMBOLD’s transformation from a self-governing institution to an association, including the production of information letters to contributors and drafting of relevant documentation in connection with the transformation.</p> <p>We made various objections to debt collection proceedings and provided legal advice on dubious creditor claims for payments of invoices dating back to 2010.</p> <p>We provided employment law advice, including the drafting of employment contracts and advice in connection with the summary dismissal of an employee including negotiations with the employee’s trade union and advice on the dismissal procedure.</p> <p>We printed OMBOLD’s annual report, business cards, flyers, invitations and posters for championship tournaments and other events.</p>
HJERNESKADEFØRENINGEN (The Danish Brain Injury Association)	<p>We provided advice on deduction rules in relation to charitable donations and specific issues relating to The Danish Brain Injury Association as a beneficiary of deceased estates. We provided insurance and maritime law advice in relation to specific events for members of the association.</p> <p>We provided advice relating to the law of association, including issues about quorum and disqualification.</p>
HOVEDHUSET (The Head House)	We assisted the organisation in reviewing and drafting specific contracts and provided regular advice in connection with the employment and dismissal of staff.

Organisation	Aktiviteter i 2013
INSTITUT FOR MENNESKE- RETTIGHEDER	No activities in 2013.
ØNSKEFONDEN	No activities in 2013.
ASHOKA	We assisted Living Labs Global & CityMart.com (which is an Ashoka Fellow) in assessing whether contract was subject to a tender obligation, and options for establishing a model to remove the tender obligations for certain public contracting authorities in Europe in accordance with EU procurement law.

NEW GOALS: MARCH 2014 - MARCH 2015

In the coming period, we will work towards the following goals and activities:

Goals	Activities
We will evaluate pro bono work	Both internally and together with our external partners, we will undertake a structured evaluation of our pro bono work to assess whether our current efforts create the desired results.
We will involve more employees in our pro bono work	In the coming period we will focus on increasing the number of Kromann Reumert employees involved in our pro bono projects.



KROMANN REUMERT HAS
JOINED THE AFRICA
INNOVATION NETWORK

Many of our clients have Africa in their sights as a next target area for growth – an area plagued by corruption and where businesses experience a completely different agenda as compared to businesses in Denmark.

We have joined the Africa Innovation Network in order to better understand the challenges facing Danish businesses in that part of the world. We have provided lectures to network members on combating corruption in Uganda and East Africa, including focusing in particular on facilitation payments.



PRO BONO WORK FOR
TRANSPARENCY INTERNATIONAL

Combating corruption is an important part of our own work and the work carried out with our many clients. As internationalisation gathers momentum, a significant number of our clients are expanding into areas in which corruption is part of the culture. Transparency International is one of the NGOs actively and widely fighting corruption all over the world.

Each year we assist Transparency International Danmark with its assessment of the Danish authorities' efforts to ensure compliance with the OECD convention on combating corruption among foreign public officials.

DEAR EMPLOYEES, THANK YOU!

Each year it is a pleasure to read Kromann Reumert's CSR Report. Not just because it articulates our awareness of Kromann Reumert's social responsibility, but also because the report reminds us of the commitment and drive demonstrated by our employees every single day.

Spirited teamwork is one of Kromann Reumert's four values. It is a value of particular importance to us, and one that we intend to maintain and protect. The preparation of a CSR Report requires coordination among a large number of individuals in the company.

However, compliance with an ambitious CSR policy and the implementation of initiatives supporting our efforts to promote the sustainable development goals of the United Nations requires drive and spirited teamwork from every single employee.

In 2013 we were successful in achieving many of our goals. We could not have done it without you. We therefore wish to sincerely thank you, and we look forward to continuing our CSR work in 2014.

*Kromann Reumert
Management*