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Global Compact Annual Communication on Progress

Company name	Abreu Advogados	Date	
Address	Av. das Forças Armadas, 125 - 12. ^º 1600-079 Lisboa	Membership date	2008/08/07
Country	Portugal	Number of collaborators	240
Contact name		Sector	Legal Services
Contact position			
Contact telephone no.			

Brief description of nature of business

In 1993, when Abreu Advogados was created, we were 6 Lawyers. Today, we are 170 Lawyers in a Team of 240 Professionals and we continue to grow on a sustainable basis. We are an independent Law Firm that develops institutional relationships with several legal Associations and international Law Firms. At Abreu Advogados, we promote the 3Qs policy: Human Quality, Technical Quality and Organizational Quality. We have an active *pro bono* policy and we undertake a great number of initiatives on social responsibility issues.

Statement of support

Abreu Advogados supports the ten principles of the Global Compact with respect to human rights, labour standards, protection of the environment and anti-corruption. We express our intent to support and advance said principles within our company and our stakeholders. We undertake to make a clear statement of our support of the Global Compact in our annual report or other public documents.

Signature **Miguel Teixeira de Abreu**

Position

Managing Partner

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LISBOA
 LISBOA
 PORTO
 MADEIRA
 ANGOLA (IN ASSOCIATION)



Human Rights

Principle 1 Business should support and respect the protection of internationally proclaimed human rights

Principle 2 Make sure that they are not complicit in human rights abuses

Our commitment or policy

As changing the world can be very demanding, requires a lot of work and different perspectives, our first step was to create an external group to oversee our sustainable strategy. This group meets regularly and is made up of professionals from Abreu Advogados and from other entities with whom Abreu Advogados interacts – Clients, Suppliers, Universities, amongst others.

One of our biggest projects is the Voluntary Project which is being co organized with Associação Aprender a Empreender (Association for Learning by Apprehending). This project involved 24 professionals from our Lisbon and Madeira offices, who voluntarily and individually embraced the challenge of teaching a total of 6 lessons to children/teenagers of different ages and social backgrounds in an effort to transmit and share their life experiences, as well as stimulate their awareness to the different academic and professional opportunities available to all. We hope that, for next year, this initiative will also be extended to the Porto Office thereby bringing in an even greater number of volunteers.

Simultaneously, and still within the area of professional opportunities for these youngsters and in addition to the Summer traineeship programme available to University Students, in April this year, Abreu Advogados held the “How does this work” Programme, a professional orientation for High School graduates, in which 6 students were invited to participate and accompany, for a period of one week, a law firm’s everyday life.

Moreover, and in the judicial literature side, we worked on two distinct projects, the first one, the publication of a book entitled “Justice from a child’s perspective”, launched on June 1st, aimed for children between the ages of 6 to 10 years, as per enclosed pdf document.

The second project is the “Justice be Made!” Programme, which is being developed by the Students Forum, and which Abreu Advogados – who has been involved from its very beginning -,

predicts will cover, during the current school year, a total of 86 schools throughout the country.

In the Justice sector, in order to comply with the commitment to promote transparency and dialogue, Abreu Advogados' professionals have spoken in several conferences and seminars sharing the firm's experience and the efforts made to always be "socially responsible". Take for instance, the firm's participation in CAIS' 9th Annual Congress, held between March 17 and 19, where the current state of the Justice and the Law, both in Portugal and the rest of the world, was debated and the organization, in cooperation with other entities, of the Conference on "Sustainability: the Challenge for the Reputation" with the aim of contributing some reflections on sustainability, to the justice sector and the judicial service. Also under this perspective we created a blog, entitled "Corporate Governance", which invites and stimulates the analysis and discussion of news and topics of relevance to Corporate Governance professionals.

Notwithstanding, and because we are a law firm, in parallel to these projects (and others still in development) we boast of a strong component of *pro bono* work, which is seen as a form of voluntary work whereby and even though the service is rendered with the usual professional competence and characteristics, no fee is implied.

Also included in said component, the partnerships we have with IES (Institute for Social Entrepreneurship) and CAIS (a Social Non Profit Organization for the Homeless), play a fundamental role.

Under the terms of the partnership with IES, and in return for Abreu Advogados' cooperation, IES provides professional training on sustainability and related matters to all our staff, allowing Abreu Advogados to co-sponsor all the entrepreneur projects they promote.

The partnership with CAIS will include free periodical legal consultancy by Abreu Advogados' lawyers (probably on a two-week basis) to CAIS members. This initiative results from the success and the needs revealed in the "Free Legal Advice Day" annually organized by the Portuguese Bar Association with which Abreu Advogados has also been associated.

In our Sustainability Report, published in May of 2009 and referring to the period of 2007/2008, Abreu Advogados informed that 69 lawyers offered 839 hours to social solidarity institutions. Since then we have donated over 2000 hours to pro bono projects involving more than 100 lawyers.

All of Abreu Advogados' 240 professionals wish to improve the world and all 240 are aware that,

in order to be able to do this, we all have to work together.

Labour

Principle Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle The elimination of all forms of forced and compulsory labour

4

Principle The effective abolition of child labour

5

Principle The elimination of discrimination in respect of employment and occupation

6

Our commitment or policy

For these past 17 years, ie. ever since its onset, Abreu Advogados' performance has always been marked by its social preoccupations, both internally and externally, and probably due to this stand, and despite having grown from a staff of 15 professionals in 1993, to 240 professionals in 2010 Abreu Advogados, for the fourth consecutive year, was distinguished by Exame Magazine and Heidrick and Struggles, as the best law firm to work for in Portugal. Furthermore, in 2010, Abreu Advogados was the only law firm to be recognized for its Best Practice in Family Responsibility, resulting from a joint initiative by Deloitte and AESE (School of Management and Business).

Abreu Advogados developed a sustainable human resources management policy based on five cornerstones:

- A career plan;
- A training programme;
- A performance review and management system;
- A culture of building group spirit;
- A policy of promoting a balance between careers and family life.

We have a consistent policy of annual trainee recruitment that implies a strategy of identifying talents, their recruitment and training, the supervision of their traineeship and retention of the best

professionals.

At Abreu Advogados we adopt a policy of fair, non-discriminatory recruitment, namely in terms of age, gender, race, religion or disability.

Every year we offer specialised academic education to our Lawyers. Recently, and as a direct result of this possibility, one of our Associates was distinguished by the Law School of Barcelona University of Law with the Award for Extraordinary Doctorate (an annual distinction that aims to reward the best thesis written by one of their students).

Within this framework, we have developed a protocol with Universidade Católica Portuguesa involving financial support from Abreu Advogados for the creation of the first LL.M. *Advanced Master of Laws* in Portugal, with the objective of encouraging and promoting the search for knowledge among the portuguese lawyers.

Abreu Advogados' activity does not, in itself, bear a significant impact on its team members' health and security at work. Nonetheless, Abreu Advogados has signed Protocols that offer our Team members advantageous conditions for various products and services such as health insurance, gymnasiums, banks, hotels.

Environment

Principle Businesses should support a precautionary approach to environmental challenges

7 Principle Undertake initiatives to promote greater environmental responsibility

8

Principle Encourage the development and diffusion of environmentally friendly technologies

Our commitment or policy

Abreu Advogados has, since its earliest years, been recognized as an independent and innovative law firm and as a reference in the legal market, having always been committed to provide the best quality service to its Clients and for its professional management and organization.

Abreu Advogados was the first Portuguese law firm and indeed the first entity in the Portuguese Legal Sector, to publish its Sustainability Report, in which we have publicly shared our efforts and our commitment to the Environment including the firm's environmental management policy, which was defined in 2008, and which is based essentially on the policy of the 3 **R's + S**: Reduce, Reuse, Recycle and Shred.

Abreu Advogados joined the neutral e)mission certification. According to the terms of said certification, the firm has undertaken to fully compensate, by 2012, all the inevitable emissions generated by our activity and will calculate the firm's carbonic footstep, besides implementing measures that aim to reduce carbon emissions, namely by efficiently using energy and saving on resources.

Further to the commitments undertaken in our Sustainability Report, we also believe we should have a proactive sustainable policy, thus we have supported the setting up of an Energetic Efficient Barometer and of the Energetic Efficiency Portal (www.portal-eficienciaenergetica.com.pt), where new methodologies are identified, good practices are promoted and firm awareness, and ultimately personal awareness too, in relation to the environment, is increased.

Abreu Advogados sincerely believes that a law firm should, like any other corporate entity, conduct its activity with respect for the environment and future generations, and in a sustainable way.

Anti-Corruption

**Principle Business should work against all forms of corruption, including extortion and
10 bribery**

Our commitment or policy

Abreu Advogados was one of the signatories of the CEO Letter written to the UN Convention against Corruption and we collaborated on the translation of said letter into Portuguese and also promoted it in Portugal.

We committed to consolidate risk management through general familiarisation with this subject and its integration into our Quality Management System and to create a compliance officer and a compliance committee to improve the management and process system, with particular focus on risk management.

Communication with the Stakeholders

Sustainability Reports

Since 2008 we issue a Sustainability Report in which we established a continuous dialogue with our most relevant groups of stakeholders.

We will publish our second Sustainability Report in 2011.

Internet

We promote the support to the UN Global Compact Principles on our website (http://www.abreuadvogados.pt/en/oqf_responsabilidade.php).

Intranet

We have in our Intranet a special section dedicated to Sustainability.