



Corporate Social Responsibility

Focus on growth and knowledge



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Statement by the managing partner

It has been five years since Bech-Bruun released its first CSR report; and five years of valuable experience and good results. With this our fifth CSR report we confirm our commitment to the UN Global Compact and look forward to achieving many great results in the future.

Over the years, we have, first of all, coupled CSR with our core competencies and are now providing advisory services within CSR due diligence, climate adjustment and anti-corruption.

We have also established two schools in Africa, improved the quality of education at 11 Ethiopian schools and provided coaching to African start-up businesses. And we have contracted numerous pro bono partnerships with charitable Danish organisations, such as the Danish Red Cross, WWF, Hold Danmark Rent (litter free Denmark) and Foreningen Grønlandske Børn (Greenlandic children and young people's welfare association).

Internally in our organisation, we have focused on employee health and reduced our unit consumption per employee. Moreover, we have implemented the industry's leading QA system, thus ensuring that we comply with statutory rules for the prevention of money laundering, among other things.

In 2013, our focus areas included strengthening of our expertise and skills, education and training and "green building".

We admitted six new partners, contributing to our expertise within whistleblowing schemes, green marketing and compliance.

Bech-Bruun Academy, which we initiated in 2007, enjoyed great success as the number of clients participating in our courses and seminars increased by 21% and satisfaction peaked. We also introduced seminars for law students, inviting them to join us for two days full of professional inspiration and personal development. We plan to repeat this successful event in 2014.

Another move in 2014 will be the relocation of our Aarhus offices to the city's tallest and most energy efficient corporate building: City Tower. We are looking forward to moving into facilities equipped to present-day standards and also to being able to further reduce our environmental footprint.

We hope you will welcome this report and read about and be inspired by these initiatives and much more.

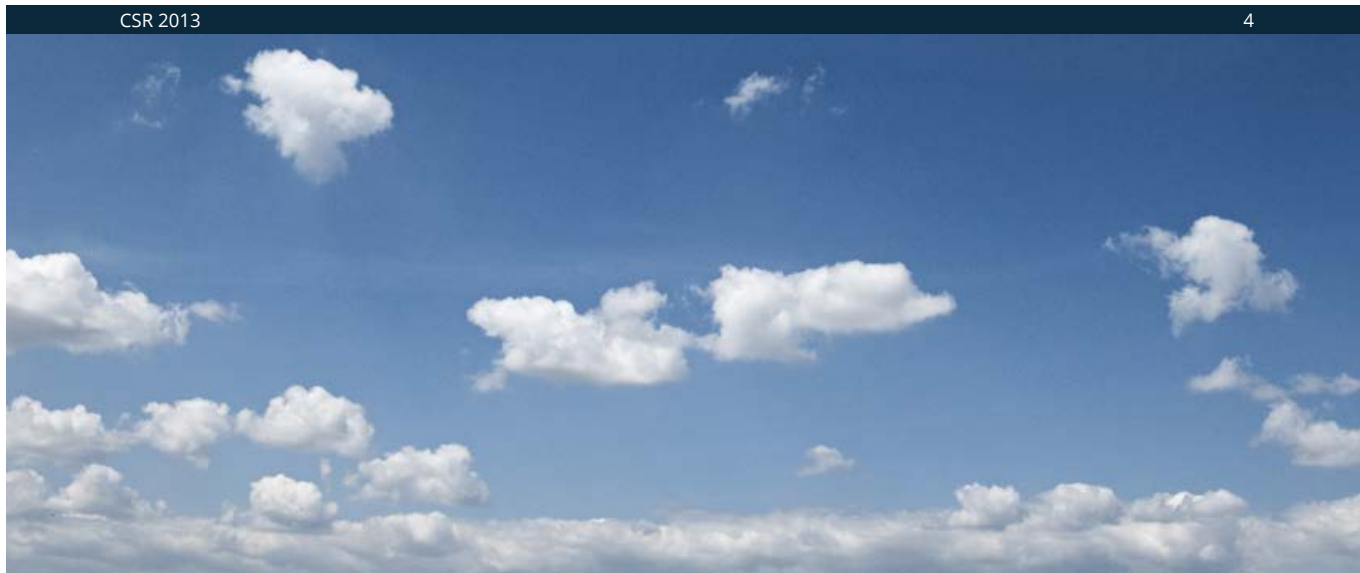
We wish you happy reading.

Bech-Bruun, June 2014.



Simon Evers
Kalsmose-Hjelmborg
Managing partner

A handwritten signature in dark ink, appearing to read 'S. Evers', written over a horizontal line.



CSR on the agenda

Voluntary CSR initiatives are, to an increasing degree, transforming into statutory requirements through specific CSR legislation and amended regulation on, for example, anti-corruption, human rights and board gender diversity. In 2013, a series of new CSR rules took effect in Denmark.

Since its launch in 2000, the UN Global Compact initiative has grown steadily. Today, more than 7,000 businesses around the world have joined the UN Global Compact. In Denmark, participants number more than 200, which establishes Denmark as the country with the highest per capita participation.

Part of this may be explained by the fact that Denmark has incorporated the UN Global Compact indirectly into CSR legislation as enterprises submitting a Communication on progress report now automatically comply with the reporting requirement in s. 99a of the Danish Financial Statements Act (*årsregnskabsloven*).

Reporting on human rights and impact on the climate

In 2013, Danish CSR reporting under s. 99a of the Financial Statements Act was extended to include more compliance requirements.

From now on, enterprises that have defined their policies on how to respect human rights and to reduce

their environmental impact must communicate these policies. If an enterprise does not have a CSR policy, this must appear from the financial statements' management's review.

More women on boards

The extended reporting requirements also include new rules on board gender diversity. The objective of the provisions laid down by s. 99b of the Financial Statements Act is to create a more equal distribution of men and women on corporate boards.

From now on, Danish enterprises covered by the CSR reporting rules, which number about 1,100 of Denmark's largest enterprises, must determine their targets for women on boards as well as adopt a policy for how to meet this target and account for developments. Enterprises failing to comply with the provisions of ss 99a and b are subject to a fine – the level of fines being unknown, however.

Stricter penalties for corruption

The economic crisis has increased focus on macro-economic consequences of corruption and bribery. The European Commission's report on corruption in the EU estimates that Member States incur a loss of just under DKK 900bn a year owing to corruption.

Although Denmark is among the least corrupted Member States according to the NGO Transparency International, Danish enterprises are still confronted with corruption and bribery when doing business with non-Danish partners.

On 1 July 2013, the maximum penalty for bribery was increased further in the Danish Penal Code (*straffeloven*). Bribery of public sector employees is now punishable by up to six years of imprisonment as opposed to the previous three-year penalty, and the maximum penalty for bribery of private sector business partners has been increased from 18 months to four years. The new rules apply to Danish enterprises domiciled in Denmark and abroad.

Whistleblowing schemes become mandatory

In 2013, the Danish parliament submitted a consultation paper for a new Bill which will make whistleblowing schemes mandatory in the financial institutions sector. Throughout the years, Bech-Bruun has assisted businesses in fighting unlawful acts through whistleblowing schemes.

The UN Global Compact strives to protect employee rights and fight corruption; and so does the legislation, which will soon make whistleblowing schemes mandatory for Danish financial institutions.

From voluntary measure to statutory requirement

The mandatory whistleblowing schemes are to counteract excessive risk exposure and situations neglecting financial regulations and to protect any employee choosing to report unlawful acts, such as bookkeeping irregularities, money laundering and bribery.

"Whistleblowing schemes have become increasingly important to both the corporate sector and citizens. The public and corporate sectors have a growing amount of sensitive personal data registered in their files, and, therefore, it is of paramount importance that employees can blow the whistle in case they meet with irregularities or violations of the law."

Thomas Munk Rasmussen
Partner

The statutory whistleblowing schemes are yet another example of how voluntary CSR measures are increasingly being turned into binding legislation. So far, whistleblowing schemes have merely been part of the Recommendations of the Danish Corporate Governance Committee's "Corporate governance code" (2010), which recommends that corporate supreme governing bodies decide whether to establish their individual whistleblowing schemes.

Increased transparency

The management of any business prefers to learn about irregularities within the organisation from internal sources rather than to read about them on the front pages of newspapers.

In return for this confidentiality, the employees must be able to trust that the management does not exploit its knowledge to unlawfully discharge, demote or neglect to promote an employee. Whistleblowers must therefore be able to report offences anonymously. Such reporting may, for instance, be made through an online feature on the enterprise's intranet without it being possible to track the whistleblower. The whistleblowing scheme must also be operated independently of the day-to-day management so that the person about whom the disclosure is made does not receive the report.

Part of the EU capital requirements directive

The Bill proposing statutory whistleblowing schemes, which form part of the EU capital requirements directive (known as CRD IV), went out for consultation in the Danish Parliament in 2013. Although the implementation of the Directive has been postponed until 2014, the Danish provisions have already incorporated the coming EU whistleblowing scheme requirements.

Compensation of six to nine months' salary

Any enterprise discharging, demoting or in any other way violating the rights of an employee who has reported irregularities through a whistleblowing scheme, may be ordered to pay the employee compensation corresponding to six to nine months' salary.

How can we help?

At Bech-Bruun, we have specialised in whistleblowing schemes and have assisted various enterprises throughout the years in fighting corruption using such measures. Among other things, we help prepare the desired whistleblowing policy, which supports our client's code of conduct, information notices to the employees, data processing agreements and reports to the Danish Data Protection Agency. We also provide a 24/7 telephone hotline, which is open for queries about and reporting of irregularities under the whistleblowing system.



CSR gains global momentum

CSR is becoming increasingly institutionalised not only in Europe and Denmark but also globally as the CSR trend is gaining serious momentum.

Norway handles complaints about business conduct

In Denmark, the Danish Mediation and Complaints-Handling Institution for Responsible Business Conduct Denmark has yet to handle its first complaint. In contrast to this, the OECD National Contact Point (NCP) Norway handled seven complaints in 2013 about violation of the OECD's Guidelines for Multi-national Enterprises.

EU inspired by Danish CSR reporting

The European Commission has tabled a proposal very similar to the Danish corporate CSR reporting model. Enterprises whose head-count exceeds 500 must include a report on significant environmental and social circumstances in their financial statements. The proposal is expected to affect Danish businesses only slightly since they are already subject to the Danish CSR reporting requirements.

India introduces CSR in new companies act

In 2013, India introduced an amended companies act. The amended act means that companies are now under an obligation to spend at least 2% of the profits generated for the past three years on CSR initiatives, corresponding to CSR investments of more than DKK 10bn annually. Furthermore, one third of the board of directors must be independent members, and at least one of the board members must be a woman.

**USA fights corruption**

The USA continues to spearhead the fight against corruption. In 2013, average costs incurred for mediation in corruption matters exceeded DKK 430m – corresponding to a fourfold increase in the 2012 figure. Moreover, the attitude towards international companies with attachments to the USA has become more uncompromising. Enterprises trading in US dollars or having a mail server in the USA or employing US citizens risk being the focus of attention to an increasing degree by the American anti-corruption authorities.

China blacklists violators

In 2013, the National Health and Family Planning Commission (NHFPC) of China announced that it would publish a list of corrupt pharmaceutical companies, agencies and people in 2014. Companies on the blacklist will be imposed a two-year ban on sale in the region in which the violation took place. If a company commits the same violation twice within a five-year period, the ban will be imposed to apply for two years nationwide.

Exclusion of corrupt enterprises

In 2013, the World Bank put 47 enterprises on the blacklist owing to corruption. In the EU, six companies were excluded from participating in public EU tenders owing to corruption or money laundering activities. According to the new EU anti-corruption report, several enterprises must be expected to be excluded in the years to come.

Youth opportunities and education

Education and knowledge are at the core of Bech-Bruun's business and our basis of development. In addition to training and educating our own junior associates and law student assistants, we arrange annual seminars for committed law students and invite a group of summer interns to test whether they find a career in a large law firm attractive.

Bech-Bruun's ten practice groups generally employ around 50 law student assistants and 70 junior associates. They all constitute a vital recruitment basis for our business, which is dependent on having the industry's best employees.

Successful seminars for law students

In order to attract the best qualified talent, we arrange a number of free professional seminars and lectures for law students. In March 2013, we held our largest seminar to date. For the first time ever, we invited all year groups of law students at the University of Copenhagen to join us at Langelinie Allé. During the two-day seminar, the 75 participants attended lectures in corporate law, property law, communication and effective learning and study techniques.

The seminar, which is inspired by our annual professional development day targeted at corporate lawyers, was scheduled as 30 lessons distributed on three programmes, the students attending programmes on the basis of their year group.

The concept and the seminar were a huge success. On a scale of 1 to 5, where 5 is very good, the participants rated the seminar an average of 4.34. Therefore, we contemplate repeating our success in 2014 with the aim of achieving an even higher score.

Summer interns replace theory for practice

Each spring, we recruit summer interns who want to try their skills on a law firm in the month of August. We target our recruitment on young people studying for a master's degree who want to boost their CVs by swapping sunscreen and bath towels for suit and knee-length skirts. Our objective is to provide the summer interns with a unique insight into what it is like to have a career with one of Denmark's largest law firms. At the same time, the students and Bech-Bruun get the chance to assess whether a position as junior associate holds any potential for them.

Local social responsibility

In our opinion, education and training are not the only ways to generate growth. Corporate social responsibility is also very important. This is why we approve of the framework agreements' social clauses which bind us to appoint an employee for a certain period.

In October 2013, we entered into a new professional business relationship with Femern A/S about legal advice on environmental issues. The contract runs until December 2016, and one of its conditions is that we must employ a full-time junior clerk. We are pleased that we may help in this way to ensure that young people get the chance of vocational training and a job.

"From day one, I was met with a variety of exciting and challenging tasks. I was welcomed by friendly and committed colleagues sharing a strong work ethic and a passion for being a lawyer. I clearly recommend being a summer intern at Bech-Bruun if you are eager to see law put into practice. It is an exceptional chance to find out whether you want to be a practising lawyer or not."

Jeppe Hornemann Hundsahl
Summer intern, 2013

The right combination of competencies, expertise and skills

New competency profiles, employees between the ages of 18 and 68, diversity in management and an employee group who, among themselves, speak 18 languages. These factors all contribute to the diversity on which Bech-Bruun bases its business and expertise.

Diversity generates the best results. Consequently, we have constant focus on composing the best possible consultancy teams for our clients to ensure that all the right skills and expertise are brought into play, including competency profiles, seniority and nationality.

New competency profiles

An advanced level of legal specialisation is one of the most important elements of Bech-Bruun's business model. Many of our clients also benefit from the fact that our consultancy services cover other aspects as well.

As it is, 13 of our advisers may boast of an educational or academic background other than a degree in law. Our financial consultants are able to provide specifically valuable advice in major actions in damages, matters about merger control and restructuring; our CSR consultant assists businesses with various issues ranging from CSR due diligence on acquisitions and investments, the preparation and implementation of CSR strategies and policies, measures to fight corruption and bribery to recommendations on how to handle such matters in relation to the employees.

Our Chinese colleagues are able to offer clients advice on investment initiatives in China and to help establish contact between Chinese investors and Danish enterprises.

We continuously strive to ensure that we have employees whose competency profiles complement those of our associates and help us match



and solve all types of cases for all types of clients.

Diversity in management

In the summer of 2013, we focused on diversity in management when hosting a conference on the implementation of the new rules about women in management and on boards. The conference was a step on the way to generate ideas as to how we and other enterprises may contribute to improving the gender statistics.

The then Danish Minister of Gender Equality and Ecclesiastical Affairs, Mr Manu Sareen, opened the conference by telling the conference audience about the reasons for legislating on "the under-represented gender." The discussions afterwards were about the practicalities of diversity and recruitment of women to top management as well as boards of directors.

At Bech-Bruun, our ambition is to improve our gender statistic. However, our challenge, which is shared by other law firms, is to retain our women associates and assist them in choosing the path to law firm partnership and senior management.

We have already launched several initiatives to meet this challenge. We have developed a special career development programme for women, including jobs with a higher level of flexibility, addressing career wishes at appraisal interviews, offers of individual coaching; joined the ambassador corps network aimed to boost the number of women in management and participated in the Confederation of Danish Industry's Diversity Think Tank.

Our initiatives and efforts are subject to current assessment, and diversity will continue to be one of Bech-Bruun's focus areas.

Partnership benefiting Ethiopian children

Improved conditions at 11 schools in Ethiopia. This is what we aim to achieve through Bech-Bruun's renewed partnership with the Save the Children Denmark.

Since 2008, Save the Children Denmark and Bech-Bruun have worked side by side to ensure better access to education in Africa. Our cooperation has resulted in the construction of two totally new schools: one in Angola and one in Ethiopia.

"Knowledge is the foundation of Bech-Bruun. And we know that access to quality education is important for the individual child, its family and local environment. This is why we give first priority to being part of Save the Children's work in Ethiopia. The goal is still far from being reached, so we are pleased to keep on contributing to the good work."

Simon Evers Kalsmose-Hjelmberg
Managing partner

In 2012, we extended our partnership with Save the Children Denmark to run until 2017. Both children and teachers at 11 schools have already enjoyed the results of the renewed cooperation:

- More than 100 teachers have received post training.
- A total of 534 child-to-child support groups have been established. A number of teachers have been trained in setting up the support groups and helping them with their study of various academic subjects.
- Particularly talented pupils have been rewarded for their efforts and academic performance.
- Eleven schools have received 225 writing desks to share among them.
- New and better equipment for the science and chemistry classrooms and new textbooks and a variety of teaching materials for the schools.

Improved education quality

During the first years of our partnership (2008-2012), we focused on improving the framework of education in Africa.

By extending our cooperation, we are now able to focus on improving the quality of the teaching taking place at the 11 schools sponsored by the partnership and located in the Ensaro district of Ethiopia.

Our cooperation involves 5,500 children and 500 teachers. The partnership's target groups also include 250 parent teacher associations (PTAs), the parents of the children and their local environment.

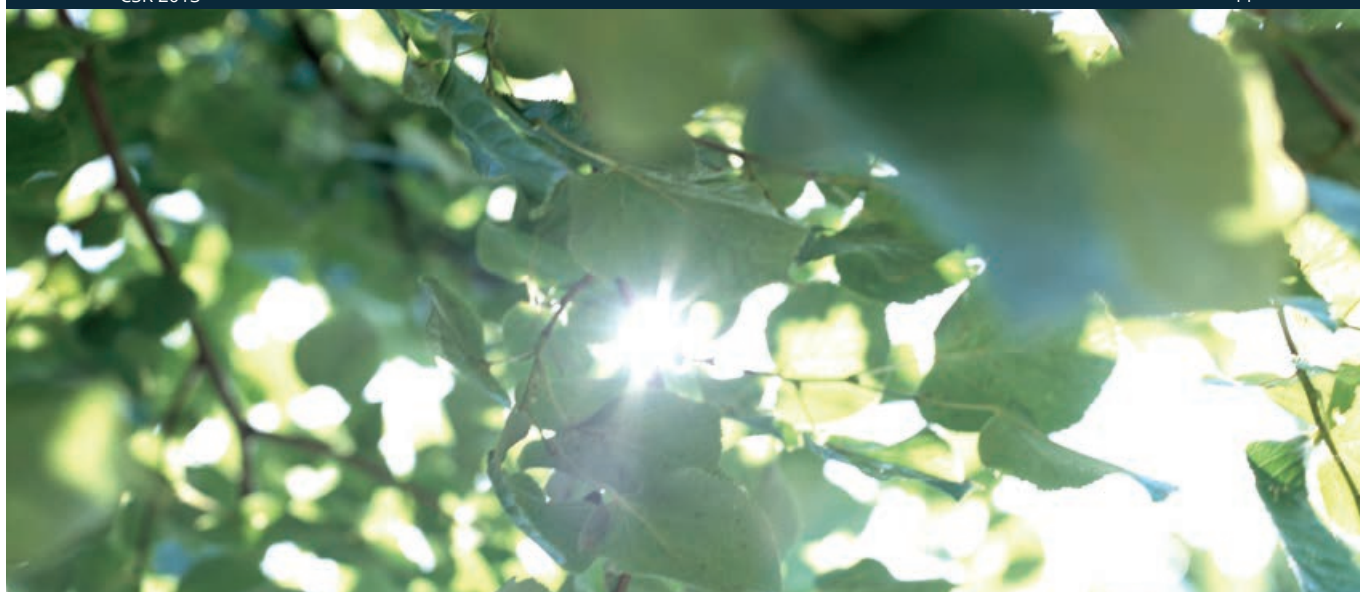


Bech-Bruun in South Africa

Morten Hove Henriksen is a Ph.D. student and Bech-Bruun's CSR consultant. In January 2014, Morten went to South Africa to perfect his knowledge on how enterprises may fight bribery in emerging markets.

Regina M. Andersen is a partner and partakes in Bech-Bruun's daily routines of advising enterprises on stock-exchange listings and securities trading. However, for the first six months of 2014, Regina has obtained leave from Bech-Bruun to work as a legal aid volunteer in South Africa

Mikkel Friis Rossa is a partner, working in our IP & Technology practice group. Mikkel visited South Africa in March 2014, among other things to advise local start-up businesses on how to best develop their businesses and generate growth.



Contributing to child welfare

In October 2013, Bech-Bruun partner Lars Svenning Andersen was elected chairman of Save the Children Denmark. Besides helping children who grow up in a bullying, abusive or neglectful environment and providing relief and protection to children in the world's hot spots, a key issue is to ensure that the UN Convention on the Rights of the Child is implemented into Danish legislation.

In October 2013, when Bech-Bruun partner Lars Svenning Andersen was elected chairman of Save the Children Denmark, we were given the opportunity to further commit ourselves to the work of Save the Children. With Lars Svenning Andersen in the chair, victimised children in Denmark will receive extra assistance.

"Internationally, Save the Children Denmark holds a strong position since our secretary general, Ms Mimi Jakobsen, has a seat on the global board of Save the Children International. My focus, therefore, will be on national issues. I want to strengthen the local representation of Save the Children and increase our cooperation with the local authorities, schools, volunteers and other partners who can contribute to helping children being bullied, abused or neglected and who can help create a refuge for victimised children. Such refuge may be summer camps and

family trips," explains Lars Svenning Andersen, who also emphasises that victimised children elsewhere in the world will not be forgotten.

Legislation overtrumps conventions

The chairmanship is perfectly in line with Bech-Bruun's CSR strategy, which is based on the UN Global Compact. For instance, we commit ourselves to support the UN declaration of human rights. Save the Children's working basis is the UN Convention on the Right of the Child, which the organisation is engaged in getting implemented into Danish legislation.

"After 34 years as a lawyer, I know that conventions do not have the same effect as legislation. We therefore recommend that the Danish government incorporate the Convention on the Right of the Child into Danish legislation. Last year, the UN Committee on the Rights of the Child

criticised Danish children's lack of knowledge of the Convention on the Right of the child in its conclusive evaluation of the Danish state's work with children's rights. Legislative measures in this area will help raise the attention of the authorities and also among the children themselves," says Lars Svenning Andersen.

Lars Svenning Andersen's term of office currently runs for three years. His objectives are:

- To create strong local associations in all municipalities.
- To increase revenue to DKK 500m.
- To double the number of members.
- To recruit more volunteers, for example, among resourceful senior citizens.
- To increase the coordination of the various existing initiatives.
- To start up more charity shops.





Bech-Bruun high up

In July 2014, we will relocate our Aarhus offices to the most energy efficient and tallest corporate building in the city: City Tower.



In 2011, we cut the first turf of what is today's tallest corporate building of Aarhus city. On 28 July 2014, Bech-Bruun's 130 employees in Aarhus will move into the 4,500m² offices occupying the 14th, 15th, 16th and 22nd floors of the building.

Our relocation to these offices located centrally in Aarhus will help us reduce our resource consumption. City Tower, which is the name of the new building, is the first corporate building in Aarhus to meet the strict 2015 requirements of energy rating 1.

The building's energy rating indicates how many kilowatt hours are spent annually on heating, ventilation, cooling and hot water per square meter. Obviously, this makes demands on the windows, insulation and ventilation of the building.

At City Tower, integrated solar power cells have been installed on the building's southern façade, supplying energy to the building. The system may generate up to 180,000kWh.

Apart from a more energy-efficient solution, we also gain a breathtaking view and improved surroundings for our work.

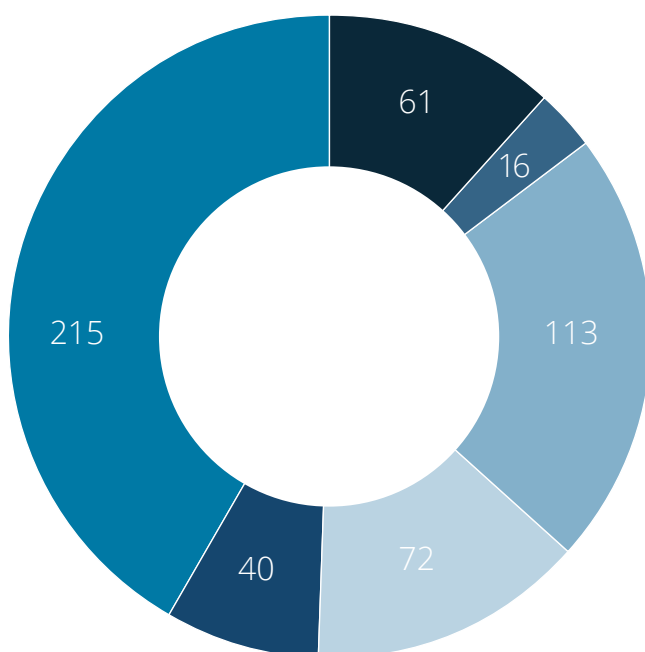
Facts

The building is the first corporate building in Aarhus meeting the 2015 requirements for energy rating 1.

City Tower has also been certified as a Green Building.

City Tower covers a total of 34,000 m².

Bech-Bruun in figures



Employees

As of 31 December 2013

Partners

Equity partners	61
Associate partners	16

Associates	113
Junior associates	72
Other fee-earners	40
Other employees	215

Employees

517

Average age	37 years
Average length of service	8 years

- Equity partners
- Associate partners
- Associates
- Junior associates
- Other fee-earners
- Other employees

Environment	2011	2012	2013
Electricity consumption (kWh)	945,094	1,023,777	1,000,635
Heating consumption (MWh)	1,012	903	1,042
Water consumption (m³)	3,254	3,912 ¹	4,677 ¹
Combustible waste (t)	80.01	86.54	79.56
Recyclable material (t)	35.68 ²	24.05 ²	19.31

Client courses	2011	2012	2013
Number of clients having participated in Bech-Bruun Academy Client	951	1,054	1,326
Satisfaction with Academy Client (scale of 1 to 5, where 5 is very good)	4.53	4.58	4.68

¹ After our merger with Philip Law Firm, our number of employees has grown, hence the larger consumption of water. We have also given up bottled water and installed cold water dispensers on all floors, which means that our employees now consume more tap water than before. However, we are investigating whether our increased water consumption may be due to other factors.

² In connection with the merger with Philip Law Firm, our filing room was cleared out, which resulted in a larger amount of paper recycling than in previous years.

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COP Summary

	Activities, Objectives and Results
Human Rights	
1. Businesses should support and respect the protection of internationally proclaimed human rights; and	<p>Bech-Bruun supports and respects the protection of internationally proclaimed human rights. To show our support we, once a year, participate in the World's Best News campaign aiming to spread the message that efforts against poverty make a difference.</p> <p>Our Code of Conduct explicitly expresses our support for the United Nations Universal Declaration of Human Rights.</p>
2. make sure that they are not complicit in human rights abuses.	<p>Bech-Bruun actively helps to prevent the abuse of human rights. In cooperation with Save the Children, we have engaged in a number of activities and, for example, built two schools in Angola and Ethiopia for the purpose of ensuring the right to education.</p> <p>In 2012, we renewed our partnership with Save the Children. Over the next five years, we will help support and improve education at 11 schools in Ethiopia, educating 5,500 pupils, and provide further training to 500 teachers.</p> <p>Through our extensive pro bono activities, we support organisations which would not otherwise be able to get legal advice. In 2013, we rendered pro bono advice to organisations such as the Danish Red Cross, WWF and Hold Danmark Rent (litter free Denmark).</p> <p>In addition, in October 2013, Bech-Bruun partner Lars Svenning Andersen was elected chairman of Save the Children Denmark. His objectives are: To create strong local associations in all Danish municipalities, to increase revenue to DKK 500m, to double the number of members, to recruit more volunteers, for example, among resourceful senior citizens, to increase the coordination of the various existing initiatives and to start up more charity shops.</p>
Labour Standards	
3. Businesses should uphold the freedom of association and the effective recognition of	<p>Bech-Bruun supports and upholds the freedom of association and the right to collective bargaining of all its employees.</p>

the right to collective bargaining;	
4. the elimination of all forms of forced and compulsory labour;	Bech-Bruun supports the elimination of all forms of forced and compulsory labour.
5. the effective abolition of child labour; and	Bech-Bruun supports the abolition of child labour. With our school in Ethiopia, we have created a gathering point for the local community and now witness an increasing acceptance of school attendance, also among the adult population which now wants to go to school.
6. the elimination of discrimination in respect of employment and occupation.	<p>Bech-Bruun supports diversity and the elimination of discrimination. For many years, we have taken on an equal number of female and male lawyers. Moreover, Bech-Bruun has, as its special focus area, the aim of increasing the number of women in management and, especially, at partner level.</p> <p>We have launched several initiatives to reach this goal. We have a special career development programme for women including a high level of job flexibility, and we address career wishes at appraisal interviews and offer individual coaching. In addition, we have joined an ambassador corps network aimed at boosting the number of women in management positions and participated in the Confederation of Danish Industry's Diversity Think Tank.</p> <p>In 2013, we hosted a diversity conference to generate ideas on how we and other businesses can break the glass ceiling and improve gender diversity.</p>
The Environment	
7. Businesses should support a precautionary approach to environmental challenges;	<p>Bech-Bruun supports and advocates a reduction of our own impact and of the impact of our surroundings on the environment. We encourage all our employees to care for the environment and to help increase our daily focus on recycling, energy consumption, etc.</p> <p>Through our pro bono work, we also support environmental organisations and their work.</p> <p>In 2014, we will relocate our Aarhus offices to the most environmentally sound corporate building, which will help us</p>

	<p>reduce our resource consumption. The building is the first corporate building in Aarhus to meet the strict 2015 requirements of energy rating 1 and is equipped with solar power cells, which supply energy to the building.</p>
<p>8. undertake initiatives to promote greater environmental responsibility; and</p>	<p>Over the past decade, we have made significant efforts to reduce our consumption of resources.</p> <p>Through our supplier policy, we strive to promote environmentally sustainable procurement practices.</p> <p>Every year, we participate in the campaign 'Bike to work', which encourages our employees to take the bike to work and thereby reduce our CO₂ impact.</p>
<p>9. encourage the development and diffusion of environmentally friendly technologies.</p>	<p>We have for a long time been one of the leading advisers in Denmark within the areas of energy, recycling and sustainable use of resources. To support this strategic focus, we have entered into a number of strategic partnerships with the objective to put our expert competences to use in a manner that will impact most effectively on the environment.</p> <p>Such partnerships include agreements with Copenhagen Cleantech Cluster (now named CLEAN) and China Renewable Energy Industries Association.</p>
Anti-corruption	
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Bech-Bruun supports and complies with the official code of conduct for lawyers. Furthermore, we have developed our own Code of Conduct, which explicitly states that we take a zero-tolerance approach to bribery and corruption.</p> <p>Moreover, we have implemented the industry's leading QA system, thus ensuring that we comply with statutory rules for the prevention of, for example, money laundering.</p> <p>To support our efforts, we have also become a member of the Danish Ministry of Foreign Affairs' anti-corruption network in China in which our employees in China can learn and share knowledge with other Danish businesses engaging in activities in China on how to combat corruption.</p>