

Copenhagen, 24 September 2021

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Sustainable Law Advokatfirma I/S (“Sustainable Law”) supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Sustainable Law will make a clear statement of this commitment to our stakeholders and the general public.

Sustainable Law was founded March 1, 2021 by Leading Individual in Legal 500 and until then partner and co-owner of major law firm Gorrissen Federspiel, Merete Larsen, and Julia Lisa Feuerhake, former member of Merete Larsens team in Gorrissen Federspiel.

Sustainable Law was founded on basis of the UN Sustainable Development Goals, and does comply with the principles of the Triple Bottom Line: People, Profit, Planet. Merete Larsen introduced when opening a 10-year plan of the firm to improve and impact the law practices and businesses.

People:

We are focusing on diversity and inclusion by giving all employees a part of the company's profit and hiring all lawyers with the aim of making them full partners and co-owners. Additionally, all parents are offered parental leave on equal terms, as we believe that there should not be any differences depending on the employees' gender or the family circumstances. Further, we want to make it possible for employees to adapt their work effort to their lives, children or other needs, e.g. by choosing to work part time, offering leave and giving all employees the opportunity to work from home and from abroad when they need to. It is our intention with Sustainable Law to renew and secure the future of the legal profession in a way in which we strive for diversity and flexibility while observing the highest ethical, professional and academic standards.

Profit:

We focus on creating real value for money for our clients by ensuring an all-round understanding of our clients' business and their goals for a given case or project. Our advice covers all aspects of the development project, ensuring that our clients get both legal and strategical advice based on an understanding of their businesses. We have a lean business model to ensure that all employees handle cases and clients directly, thus we have no back-office functions or employees that are not directly involved in our clients' cases.

The profit of Sustainable Law must be shared in a sustainable way with those pertaining in obtaining it, and at the same time with a focus of not obtaining profit or undertaking matters that do not comply with the values of UN Sustainability Goals. The employees will all receive a part of the firm's profit not as a bonus but equally sharing.

Planet: As an advisor within the real estate sector, we affect the environment on following way (i) by choosing which clients and which projects we work with, (ii) by limiting our use of buildings (offices), (iii) by limiting/excluding our use of paper, (iv) limiting transportation, (v) by choosing our suppliers, business partners etc. and every day choices.

Thus, we only work for clients and on projects that have made sustainability one of their top priorities. An important part of our advice is to integrate these values in the advices to the client. Additionally, we limit our

use of buildings as we are only using the office space that we actually need and share meeting rooms, the canteen, phone boxes, kitchens and other common areas with the other users of the building. Furthermore we work digitally and paperless and we can already now see an impact on our clients and other law firms, e.g. by exchanging documents on meetings digitally. Moreover, our office is located in the city centre, close to train-, metro- and bus stations allowing our employees, partners and clients to take public transportation to our office. Finally, to the widest possible extent, we only use sustainable suppliers, e.g. green carriers (bike), buying local and organic, etc.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is *separate* from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,



Merete Larsen
Founder, Partner, Attorney-at-law