

CSR REPORT 2015

KROMANN REUMERT



WE SUPPORT

COPENHAGEN

SUNDKROGSGADE 5
DK-2100 COPENHAGEN

AARHUS

RÅDHUSPLADSEN 3
DK-8000 AARHUS C

LONDON

42 NEW BROAD STREET
LONDON EC2M 1JD, UK

CONTENTS

CSR HIGHLIGHTS	03
WELCOME	04
OUR AMBITIONS	06
IN-HOUSE LAWYER OF THE YEAR	08
PRO BONO AND PARTNERSHIPS	09
HUMAN RIGHTS	16
LABOUR	19
ENVIRONMENT AND CLIMATE	23
ANTI-CORRUPTION AND CORPORATE GOVERNANCE	26
INTEGRATION OF THE 10 UN GLOBAL COMPACT PRINCIPLES	32
EMPLOYEES AND WORKING CONDITIONS	33
ABOUT KROMANN REUMERT	34
ABOUT THE REPORT	34
THANK YOU!	35

CSR HIGHLIGHTS

CLIMATE AND ENVIRONMENTAL SAVINGS

18%

saving on district heating

6%

saving on waste

8%

saving on water

1%

saving on CO2 consumption

2%

saving on electricity

TRAINING AND EDUCATION

1750 days employees spent attending courses

3,5 50

course days per
employee

internal courses

33

secondments in 2014

EMPLOYEES

498

PRO BONO

560

pro bono hours

PARTNERS



13 52

WOMEN

MEN

52,9%

WOMEN

36,4

AVERAGE AGE

1,87%

SICKNESS ABSENCE

WELCOME

Kromann Reumert continues to be dedicated to CSR. This report reviews the progress of our CSR initiatives since the spring of 2014 and serves as a management tool for our future initiatives.



At Kromann Reumert, CSR is an integral part of our daily work, our strategy and our culture. Therefore, this report cannot provide a complete overview of the many achievements, great stories and successful socially responsible initiatives at Kromann Reumert. Instead, we focus on some of the initiatives and activities that we think are representative of the CSR work during the past twelve months in Denmark's leading law firm.

For example, you can read about our employees' cooperation with our pro bono partners - a cooperation that contributes to our partner organisations being able to improve the daily lives, circumstances and rights of people in need. Here we contribute with what we do best - providing added value through legal assistance and advice to many organisations that perform important social activities.

You can also read about our efforts to make Kromann Reumert an even better workplace than it is today. The development of our employees is pivotal to Kromann Reumert, and this year you can read about our new leadership training programme for lawyers and our increased focus on internationalisation through secondments.

We also continue to work for human rights, anti-corruption and good corporate governance, among other things, through our roles in the Danish business sector and including a number of newly developed tools intended to make compliance within these areas easier for businesses.

We hope our CSR report gives you an even better understanding of Kromann Reumert as a business enterprise.

I hope you enjoy reading the report.



Arne Møllin Ottosen
Managing Partner

WE WELCOME YOUR COMMENTS

We are happy to receive your feedback on this CSR report and regarding our CSR efforts generally. Contact Louise Bak Merrild på LMR@kromannreumert.com.

VISION

We set the standard

MISSION

Value-adding solutions and advice
with dedication and focus

VALUES

Spirited Teamwork – Quality –
Business Knowledge – Credibility

OUR AMBITIONS

While this CSR report reviews the progress of our efforts and results in the last reporting year, we also commit to a number of short and long-term goals for the coming years against which we and others can measure our achievements.

We have three overall CSR ambitions.

1. We want to integrate CSR into our own business and organisational processes to make it a completely natural part of good business.
2. We want to be part of the driving force behind the evolution of CSR in business in Denmark.
3. We want to focus our pro bono efforts on children, youth and education.

We formulated the first two ambitions in 2011 and since then we have achieved impressive results in integrating them into our daily work, strategy and culture. To reach even higher, we formulated the third ambition last year.

Our three ambitions form the basis for our CSR activities described in this report and will remain the foundation for our CSR activities until the end of 2016. Our overall ambitions have been the same for several years however, we continually strive to realise our ambitions by taking new initiatives within the four themes of Human Rights, Labour, Environment, and Anti-Corruption.

AMBITION 1

Because our aim to reduce CO2 is an integral part of the way we act, invest and think, in line with ambition 1, we have again been able to meet our reduction goals and we will continue to be ambitious by maintaining and improving the results we have achieved. For example, we have reduced our water consumption by approximately 500 m³, our waste production by 9 tonnes, and we have increased our waste recycling by 17 tonnes. Read more on page 24.

AMBITION 2

During the reporting period, we have assumed active responsibility for contributing to the development of the Danish business sector and for the practice by Danish enterprises of socially responsible business. We do this every day through our legal advice, but also through our partners'

AMBITION 1

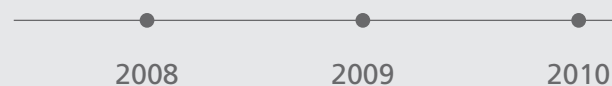
WE WILL STRIVE TO INTEGRATE CSR INTO OUR OWN BUSINESS AND ORGANISATIONAL PROCESSES SO THAT IT BECOMES A COMPLETELY NATURAL PART OF GOOD BUSINESS.

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.

AMBITION 1

EMPLOYEE-DRIVEN PRO BONO WORK + CO2
EMISSIONS TARGETS.



and employees' involvement in committees, trade fora, boards and associations which influence the Danish business sector.

For example, we continue to work for developments in good governance in Danish corporate and foundation boards of directors for the benefit of Danish businesses and Danish society. Among other things, we are co-founders of "The Association for Development of Board Work in Denmark", and in cooperation with CBS and EY we have established the best and most comprehensive directors training programme offered in Denmark. In addition, partner Marianne Phillip's work as chairman of the Danish Committee on Corporate Governance supports good corporate governance. We will continue to support this work. Read more on our roles in the Danish business sector on page 29.

In 2014, we continued our participation in the Danish campaign Verdens Bedste Nyheder (The World's Best News), aimed at raising awareness of the UN 2015 goals and we will do the same in 2015.

AMBITION 3

Young talent is the basis for not only Kromann Reumert's growth, but also for the growth of our local and global society. In the period March 2014 to March 2015, our lawyers provided 560 hours of pro bono advice to our pro bono partners. Many of these hours were spent in organisations working for children, youth and education, primarily SOS Børnebyerne (SOS Children's Villages). In addition, our administrative employees devoted numerous unrecorded hours to assisting our pro bono partner organisations with tasks such as printing materials or providing hospitality and other services at events held at Kromann Reumert.

Last year, our goal was to also increase our pro bono focus on local projects and our cooperation with Sortedamskolen is an example of this. We have also entered into a similar cooperation with Ingrid Jespersens Gymnasieskole. Read more on our cooperation with local schools on page 10.

AMBITION 2

WE WILL STRIVE TO BE PART OF THE DRIVING FORCE BEHIND THE EVOLUTION OF CSR IN THE BUSINESS SECTOR.

AMBITION 3

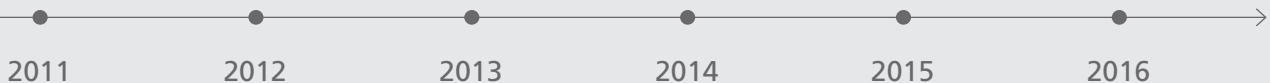
IN 2014 AND 2015 WE WILL FOCUS OUR EFFORTS ON PRO BONO WORK AGAINST CHILDREN, YOUTH AND EDUCATION.

AMBITION 2

RAISE AWARENESS OF CSR
AND GLOBAL COMPACT
IN DENMARK

AMBITION 3

FOCUS OUR EFFORTS ON PRO BONO WORK
AGAINST CHILDREN, YOUTH AND EDUCATION.



IN-HOUSE LAWYER OF THE YEAR

In June 2014, Kromann Reumert and the Danish Lawyers Association (Danske Virksomhedsjurister (DVJ)) gave the first "In-House Lawyer of the Year" award in order to spotlight the value of company lawyers to Danish businesses.

The winner was the legal team at ISS which, in addition to the title of In-House Lawyer of the Year, received a cash prize in the amount of DKK 75,000 which ISS decided to donate to Københavns Retshjælp (Copenhagen Legal Aid).

An increasing number of Danish businesses are setting up in-house legal departments, and many businesses are expanding their existing departments. As this trend progresses, Denmark's in-house lawyers play an increasingly strategic and value-adding role in businesses. Company lawyers contribute considerably to strengthening the Danish business sector and to increased growth and added value to people and the economy.

With the "In-House Lawyer of the Year" award we wish to recognize the value of company lawyers to Danish industry and highlight their value-adding contributions to the businesses they work for and the Danish business environment in general.

We believe that the increasing role of company lawyers is evidence of Danish businesses taking more responsibility for the surrounding environment by carrying on business with increased awareness of, and a proactive focus on, corporate compliance. We wish to support this positive trend.



Partner Marianne Philip, Kromann Reumert, Group General Counsel Bjørn Raastén, ISS and the ISS team admire the figurine.

DKK 75,000 to the Copenhagen Legal Aid

The In-House Lawyer of the Year award included a DKK 75,000 cash prize which ISS donated to Copenhagen Legal Aid. Legal aid attorney and board member, Tobias Steinø, accepted the cheque on behalf of the approximately 200 voluntary legal advisors of Copenhagen Legal Aid, which offers free legal advice to any person regardless of nationality or residence.



From the left: Chairman of DVJ Joachim Brøns, partner and chairman of the board Marianne Philip (chairman of the award committee), Legal Aid attorney and board member Tobias Steinø and Group General Counsel (SVP) from ISS Bjørn Raastén with the legal team.

KROMANN
REUMERT

PRO BONO AND PARTNERSHIPS

MOTIVATING YOUTH FOR HIGHER EDUCATION

In October 2014, a 15-year old boy from Sortedamsskolen was ordered to pay ten daily fines of DKK 500 and an additional DKK 10,000 when he was convicted for throwing a layer cake at the face of a baker's shop assistant during a radio show.

Luckily, the case was only a role play that Kromann Reumert's pro bono group for education had arranged for three 9th grade classes from Sortedamsskolen in Østerbro for the third successive year. The boy was able to go home with his wallet undamaged and that much the wiser.

Insight into access to education

The purpose of this cooperation is to give pupils some knowledge of the world that awaits them after their graduation from Danish Folkeskole (primary and lower secondary school) and provide them with a better starting point for choosing their post-secondary education. Various school-business cooperations throughout the country have shown that this is an effective tool in engaging older pupils and giving them an insight into their alternatives.

A role in the real world

In order to give the pupils an idea of life at Kromann Reumert, the pro bono group planned a day of showing them round and role play.

"The purpose of the tour is to give the pupils an idea of the different functions handled by a large law firm, and the role play is an obvious opportunity to make law more alive and present", says lawyer Kristine Laursen who is co-responsible for the pro bono group for education efforts.

Thoughts on labour market alternatives

According to class teacher Charlotte McGregor Magnussen, the pupils showed rare commitment and learned a lot throughout the day.

"They have learned a lot about the workings of a business and about the study of law and working conditions here, and

what it takes to carry on business as well as the different functions of the business. Also, a lot of Danish and social science was incorporated into the role play making it authentic and enabling the pupils to relate", says Charlotte.

The pupils thought the role play was particularly fun and educational, but the day also resulted in some thoughts on the possibilities in the labour market. One of the students, Marco Hansen, said:

"I have realised that a lot of jobs exist here, although it is a law firm, and that you can work for many businesses, such as for example law firms, without being a lawyer. "

Expansion of the programme

As mentioned in our last CSR report, we planned to add Ingrid Jespersens Gymnasieskole to our educational cooperation. In January 2015, four 9th grade classes from Ingrid Jespersens Gymnasieskole visited us for a day of education in democracy. In the coming reporting period, we will focus on optimising the education days for both schools based on our experience from previous years.



PRO BONO WORK FOR THE PUBLIC GOOD

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

Our pro bono work depends 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 and our employees.

Children, youth and education

At Kromann Reumert we depend on young talent, as they are the key to our future, and we work to activate the full potential of our employees. This is deeply rooted in our DNA. Consequently, it is only natural that many of the organisations that we cooperate with work for children, youth and education. Young talent is not only the basis for Kromann Reumert's growth, but also for the growth of our local and global societies.

We help through activities such as education day for local schools (read more on the previous page), by providing advice that builds up in-house competence, or by assuming tasks that free up in-house resources enabling our cooperation partners to focus on their own efforts.

In the coming reporting period we will continue to focus on children, youth and education and will ensure that a substantial part of our pro bono work is aimed at helping children and youth to reach their full potential regardless of gender, race, social background or physical limitations. We will also continue to strengthen our already good cooperation with all our pro bono partners.

CHILDREN, YOUTH AND EDUCATION



Børnehjælpsdagen

Børnehjælpsdagen (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



Dansk Skoleskak

The Danish Scholastic Chess Federation is founded on the principle that scholastic chess strengthens the intellectual and social development of children and youth, which helps them pursue lifelong learning and education.

Read more at: www.skoleskak.dk



SOS-Børnebyerne

SOS-Børnebyerne (SOS Children's Villages) is the world's largest private humanitarian children's organisation that seeks to provide help to children in need.

Read more at: www.sos-borneby.dk

Educational Efforts

School cooperation with Sortedamskolen and Ingrid Jespersens Gymnasieskole.



Gentofte Børnevenner

Gentofte Børnevenner (The Children's Society in Gentofte) is an organization that aims to contribute to the continuing improvement of the conditions of children and young people and support dependent persons in Gentofte Municipality.

Read more at: www.gbv.dk

HUMAN RIGHTS



Ashoka

Ashoka is a global organisation for the world's leading social entrepreneurs and seeks to find innovative solutions to some of the most urgent social problems in the world.

Read more at: www.ashoka.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



Justitia

Justitia is Denmark's first independent legal think tank. Justitia's purpose is to strengthen focus on and respect for basic rules of law and civil rights in the public, among authorities, experts and decision-makers in both Denmark and internationally.

Read more at: www.justitia-int.org



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



Reden

Reden (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



Reden International

Reden International (The Nest International) is an organisation that combats trafficking in women. We ensure practical support for foreign women in prostitution in Denmark.

Read more at: www.redeninternational.dk



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

OTHER



Hand in Hand International

Hand in Hand International is a member of Hand in Hand Network - a global group of NGO's working to fight poverty in more than 10 countries. Their goal is to create 10 million workplaces in some of the world's most poverty-stricken societies.

Read more at: www.handinhandinternational.org



Hjerneskadeforeningen

Hjerneskadeforeningen (or The Danish Brain Injury Association) is a nationwide, independent organisation that works with families affected by brain injury.

Read more at: www.hjerneskadeforeningen.dk



HovedHuset

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 specialised services for people of working age who have sustained a brain injury.

Read more at: www.hovedhuset.dk

KROMANN REUMERT SUPPORTS DENMARKS CHARITY DRIVE

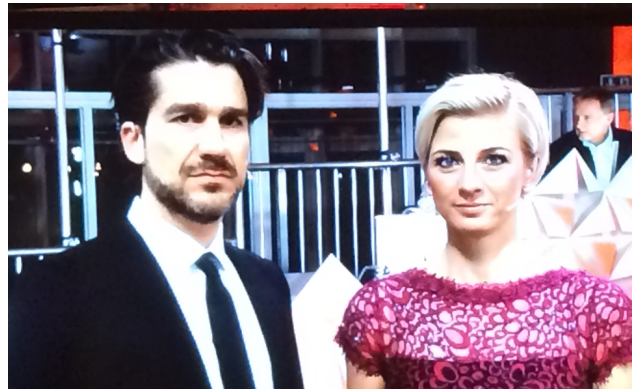
When the fund-raising event "Danmarks Indsamling" (Denmark's Charity Drive) aired on Saturday 31 January 2015, Kromann Reumert and our employees contributed DKK 135,000.

Assistant lawyer Sivan Shalom Pedersen was backstage during the Danish Broadcasting Corporation's (DR) entire fund-raising event and had the pleasure of being seated at a table with Kromann Reumert's pro bono partner, SOS Børnebyerne.

"We were at a table with people from SOS Børnebyerne, and they really hoped that enough money was raised for them to realise their project to fight exploitation of children in Cambodia. These people are genuinely enthusiastic about it, spending all their time and a lot of their money. It is incredibly exiting being in the company of such dedicated people", says Sivan.

SOS Børnebyerne was Kromann Reumert's first pro bono partner. We advised them for many years now. Being able to supplement our legal advice with a donation that contributes

to SOS Børnebyerne being able to realise their goals adds yet another dimension to our already good cooperation. In addition, Kromann Reumert previously prepared the entire contractual basis for Danmarks Indsamling pro bono on behalf of, among others, SOS Børnebyerne.





KROMANN
REUMERT

HUMAN RIGHTS

WE SUPPORT JUSTITIAS WORK FOR HUMAN RIGHTS

In September 2014, the newly established think tank, Justitia, moved into the 6th floor of Kromann Reumert's offices in Copenhagen. Kromann Reumert has made the offices available to Justitia as part of our pro bono efforts.

Justitia was founded by Jacob Mchangama, who created the independent legal think tank focusing on civil rights and basic rules of law after six years in the conservative-liberal think tank, CEPOS. About the think tank, he says:

"If you look at Denmark and compare it to many other countries, we live in a good and free country. But there is still a development of drop by drop weakening of due process of law and rights for both citizens and businesses. I do not think we should take it for granted that we live in a free democracy. Those principles are historically relatively new and therefore they should be guarded. And it is our role to try and do that", Jacob Mchangama notes.

At Kromann Reumert, we are happy to support the new think tank.

"We are very pleased to be able to help this good initiative to start up. Justitia has already proven that they contribute positively to a healthy debate about human rights and due process of law, and we support that", says managing partner Arne Møllin Ottosen who continues.

"It is important to us to fulfil our obligations under the UN Global Compact to support the protection of internationally proclaimed human rights. We already do this through several of our pro-bono partnerships, so when Justitia approached us we saw it as an obvious opportunity to further expand our activities in this area. We considered how to best support Justitia and decided to offer them offices with us."

And the help is most welcome, says Jacob Mchangama.

"It is a giant boost for us, partly that we do not have to spend money on rent, and partly that we are able to share

offices with a well-reputed firm such as Kromann Reumert. We were offered other offices, but in my view this was the perfect match indicating that we are serious."

Justitia has its own entrance and address, and there is no overlap between Kromann Reumert's and Justitia's facilities, operations or otherwise.



NEW SYSTEM FOR WHISTLEBLOWER SCHEMES

We have developed software for a reporting system and advised a large number of financial businesses, which, as from 1 September 2014, must offer their employees a way to report suspicions of financial regulation violations to a so-called whistleblower-scheme.

As from 1 September 2014, financial businesses must offer their employees a way to report suspicions of financial regulation violations to a so-called whistleblower-scheme. Therefore, in the spring and summer of 2014, while the legislature's preparatory work was in full swing, financial businesses were extraordinarily busy with establishing the required systems and having them approved by the Danish Data Protection Agency (Datatilsynet) and put into operation.

Kromann Reumert advised a large number of financial businesses and ensured, for example, that the mandatory HR and whistleblower permits from the Data Protection Agency were obtained and prepared whistleblower policies and internal guidelines for the handling of reports of violations.

At the same time, our IT department developed software for a reporting system which was put into operation in 29 financial businesses, including banks, insurance companies, pension funds and providers of paid subscription services. Reports of violations from the participating businesses are sent to Kromann Reumert thereby strengthening the role of trusted advisor to the clients in question.

This is a good example of how we, through broad cooperation across our organisation and dialogue between our legal staff and our service functions, are constantly able to proactively suggest new solutions displaying business knowledge, quality, spirited teamwork and credibility in relation to our clients and the solutions we deliver.

WE DEMAND CER- TAIN STANDARDS OF OUR SUPPLIERS

To the greatest extent possible, we seek to cooperate with suppliers that have adopted an ambitious CSR policy and/or meet the UN Global Compact principles or similar principles. In the last reporting period, we demanded certain standards from our largest suppliers and new suppliers. In the coming reporting period, we will continue this and also include our second largest suppliers and generally work to focus attention on the fact that an ambitious CSR policy is important in relation to our choice of suppliers.

WE SHARE THE WORLD'S BEST NEWS

In 2014, Kromann Reumert continued its work as a partner in the campaign Verdens Bedste Nyheder (The World's Best News). The campaign relates to 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 a better knowledge of 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 2014 through a number of internal and external communication channels.

In October, the UN will convene its 70th annual general meeting where the results of the UN 2015 development goal to reduce poverty by 50 % will be assessed and replaced by the new global goals for sustainable development. We are excited to see the results and look forward to continue to contribute to achieving the new goals by working as a partner in Verdens Bedste Nyheder also in 2015.

KROMANN
REUMERT

LABOUR

OUR EMPLOYEES ARE OUR FUTURE

Kromann Reumert's employees are Kromann Reumert's future. Their development is the key to our continuing to be Denmark's leading law firm.

SECONDMENTS: KNOWLEDGE OF FOREIGN COUNTRIES

We have an ambition to be Danish businesses' obvious and preferred international legal partner and to offer our employees the best opportunities to work with law in an international context. Consequently, in 2014 we have worked on increasing the number of international secondments.

Also, many of our employees take legal and commercial courses abroad, and each year we send three employees to a reputable university abroad to study over the summer. In 2014, the three employees chose universities in Hong Kong, Washington D.C. and London.

Insight and experience from other industries, cultures and countries is essential to the advice provided by Kromann Reumert. We will continue to focus on secondments in order to contribute to increasing our lawyers' commercial understanding, language skills and knowledge of cultural differences.

Ronnie Kandler was seconded to Mannheimer Swartling in Shanghai in the summer of 2013 and until the spring of 2014, and before that starting in the summer of 2012 to King & Wood Mallesons in Beijing.

"Before, I knew nothing of the world known as China, but now I am beginning to feel that I know a lot. I have a better understanding of the Chinese people and their culture, I have become more open minded and better at networking."

In April 2014, **Kåre Janus Andersen** went to Dubai for three months to assist Supreme Group in their legal department.

"Generally, I strongly recommend the experience of working for a business. It is truly an eye opener with respect to what is important to the client."

"We will continue to focus on secondments in 2015"

Mariana Gadalla was seconded to White & Case in London from September through March 2014.

"I primarily worked with restructuring of distressed businesses, which is the same work I do in Denmark. At White & Case, however, they use other tools and methods than we do, and so I had plenty of professional challenges. At the same time, their team of lawyers handling reconstructions and their team handling banking and finance work together in one department, and so I have had considerably more insight into banking and finance law."

Johan Lønberg was seconded to The Standard Club in London for two months during the summer of 2014.

"During my stay, I have extended my knowledge of my field considerably, both in relation to P&I insurance and in relation to the shipping industry in general. In addition - and probably more important than anything else - I have made a lot of great connections in London."

LEADERSHIP TRAINING COURSE WITH PERSONALITY

In January 2014, the first group of lawyers was sent on our new leadership training programme. In addition to offering conventional leadership training, the new programme focuses on personal development, recognising that effective leadership starts with the self.

One of the participants, Tyge B. Rasmussen, says:

"We talked about for example, when you are "your best self" and how to maintain a high energy level. It was an interesting angle abandoning thinking in time and instead thinking in energy levels. Obviously, time is always essential because the career path requires many hours, but the question really is how to maintain an energy level high enough for you to deliver the required number of hours and at the same time being able to be your "best self".

The programme is intended to contribute to our development as leaders making us better at contributing to a good and attractive working climate, but also making us able to develop and retain talented employees."

The leadership training programme is adapted to the lawyers' current stage of their career. In this way, the programme also strengthens the lawyers' network with people at their own level across departments and locations in Kromann Reumert thus also strengthening internal cooperation.



EMPLOYEE DEVELOPMENT MUST RETAIN TALENT

It is important that our employees have the best possible prerequisites for developing their competencies and creating the career that they and Kromann Reumert wish for them. Consequently, in 2014 we completed focus group interviews of lawyers in order to better understand where there was a need for more transparency in our career development programmes and opportunities for developing competencies. On the basis of the interviews, we have implemented initiatives creating increased transparency in our development programmes differentiated for the various employee groups. This work will continue in the coming reporting period.

NEW SYSTEM FOR PERSONAL DEVELOPMENT REVIEW

In order to further enhance employee development, during the latest reporting period we have cooperated with Kromann Reumert's leaders to further develop our existing annual personal development review process. We will increase the value of the annual personal development review and ensure that it does not become routine but is used actively as a tool in the development of our employees. Further, in the coming CSR reporting period we will implement a new annual review process and follow-up to ensure that the annual review is as simple and effective as possible.

"We will give special attention to employee development."

KROMANN REUMERT BIKES TO WORK

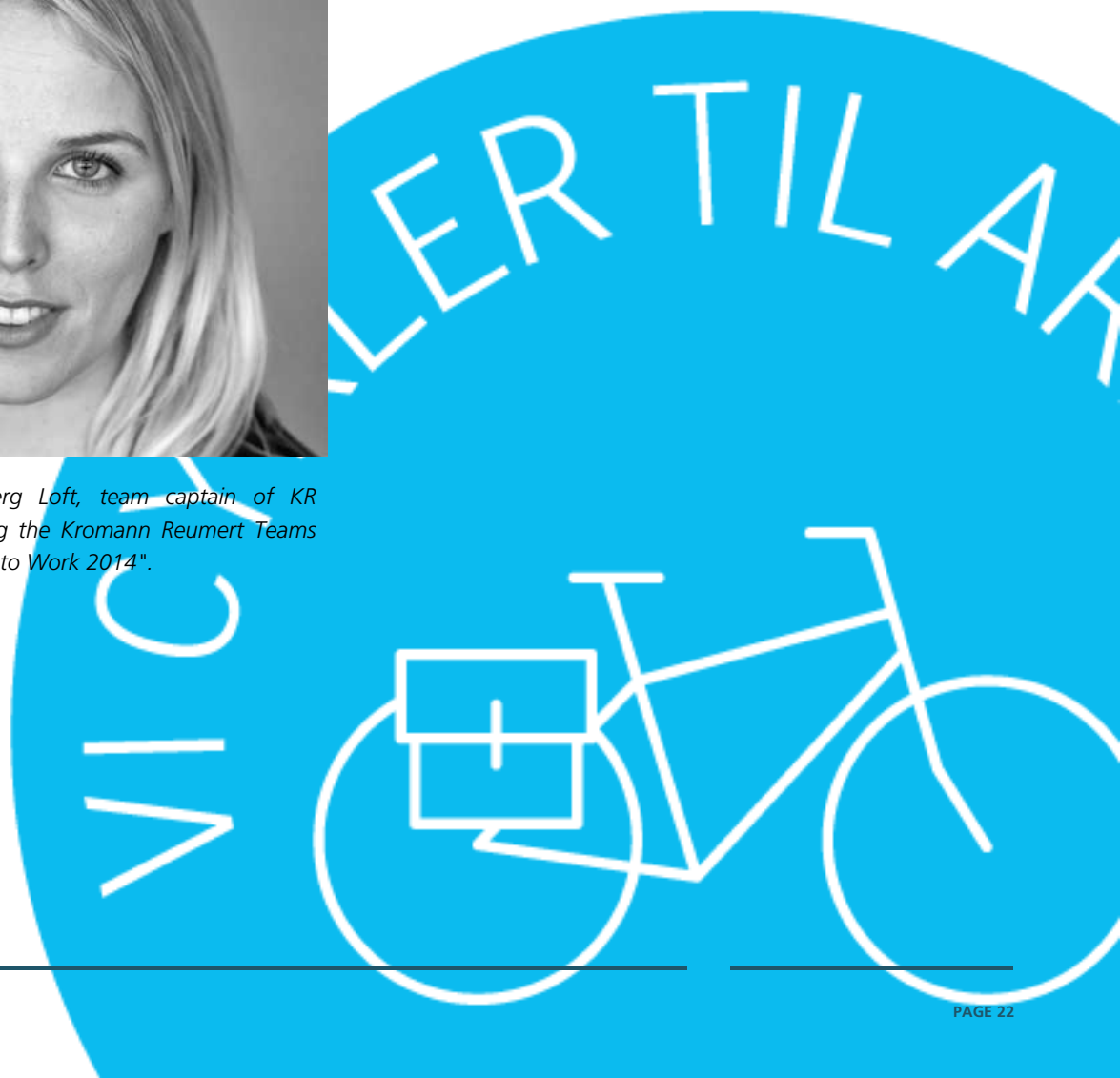
In May 2014, 134 employees decided to drop their cars and public transportation and take the iron horse to work in order to support Denmark's largest fitness campaign "We Bike to Work".

During the month of May, our employees cycled a total of 21,354 km. Kromann Reumert participated in the campaign for better health, a cleaner environment and less traffic again in 2015.

“Everyone on the team was committed and biked everyday regardless of the weather and distance, and it paid off.”



Lawyer Amalie Strømberg Loft, team captain of KR Jernladies, winner among the Kromann Reumert Teams participating in "We Bike to Work 2014".



ENVIRONMENT AND CLIMATE

IN THE BLACK WITH GREEN SOLUTIONS

We have again been able to reduce our impact on the environment and achieve our goals through a proactive approach to our environmental work. For example, we have reduced our water consumption by approximately 500 m³ and our waste production by 9 tonnes and we have increased our recycling by 17 tonnes.

We have reduced our waste amount by 9 tonnes

It is important to us to ensure a high recycling percentage and during 2014 we continued to focus on waste sorting. We have reduced our waste production by 9 tonnes and at the same time sent 17 tonnes more for recycling.

We have minimised our water usage

We have continued our efforts to minimise our water usage, including by installing more water-saving aerators for our taps in 2014. We have saved approximately 500 m³ water by, among other things, by exchanging aerators for water-saving models.

We have further reduced our electricity consumption

We have exchanged our printers and photo copying machines for more energy-saving models and have implemented a new, greener and more user-friendly facsimile solution making it possible to send a fax simply by sending an e-mail. As a result, we have removed the physical fax machines from our copying rooms. Further, we replace our office lighting fixtures by LED fixtures on an on-going basis and we have set up a new type of accelerator for central heating.

We have reduced our heating consumption

In our last report, we wrote that we believed that our heating consumption was at a sensible level. Consequently, our goal was to maintain the level in 2014 by continuing to focus on optimisation of our operations. However, we have achieved lower heating consumption by adjusting radiators, installing new windows in our offices in Aarhus and using fewer square metres in our offices in Copenhagen.

We have reduced our travelling activities

Since our last CSR report, we have continued our efforts to reduce our travel by, among other things, setting up additional video conference rooms. Further, we have minimised the number of domestic flights by travelling by train more often.

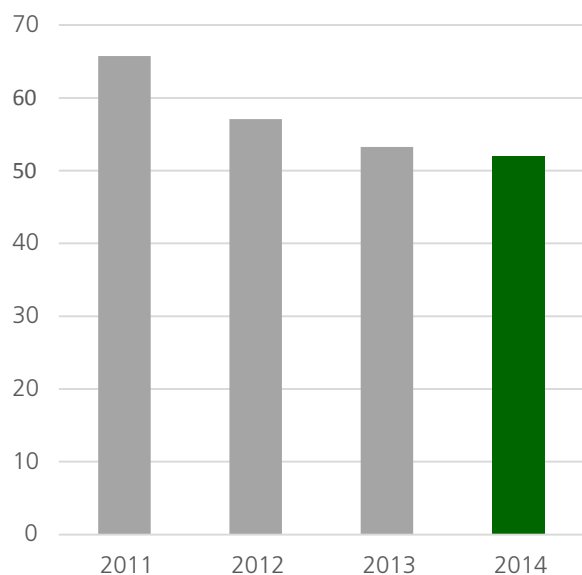


DEDICATED EMPLOYEES CREATE VALUE

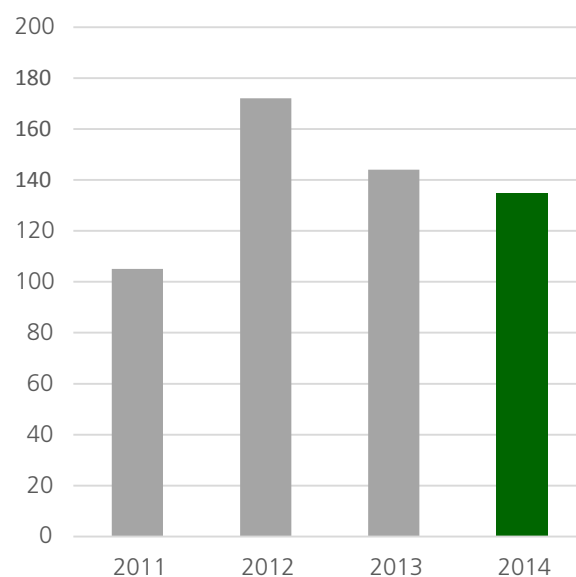
Our staff in the Facilities Services department continue to be highly involved in efforts to reduce our CO₂ emissions and work continuously to identify new, more effective methods and better products and materials to help us reach our goals. Their commitment has enabled us to achieve good results within the areas of environment and climate each year. Even in areas where we thought that no additional savings were possible, we have once again seen impressive results.

With respect to the coming reporting period, our focus will be on continuing the good work and finding solutions where the investments result in a positive outcome both with respect to environment and finances.

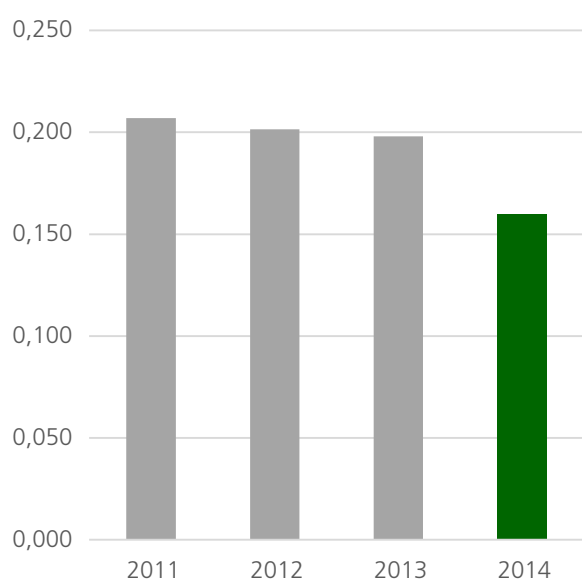
Electricity consumption (kWh per m²)



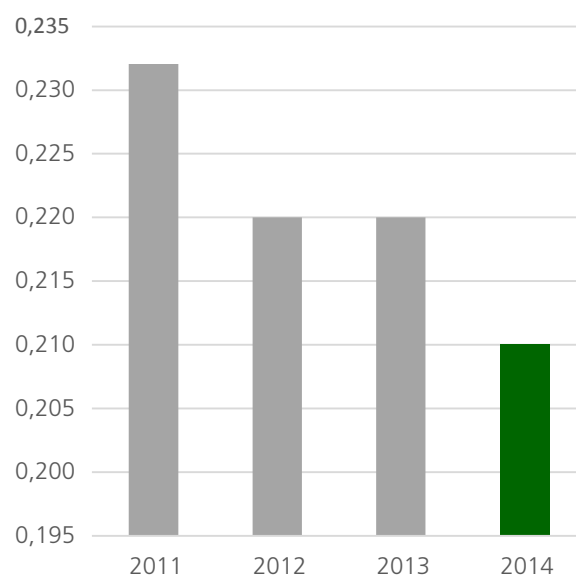
Waste (tonnes)



District heating (MWh per m²)



Water usage (m³ per m²)



ANTI-CORRUPTION AND CORPORATE GOVERNANCE

NEW PRACTICE GROUP HELPS TO MAKE COMPLIANCE EASIER FOR BUSI- NESSES

Danish businesses are subject to continuously increased and complex regulation. We can help businesses to stay ahead and have a proactive strategy that complies with international conventions, relevant codes and ethical guidelines.

In March 2015, Kromann Reumert established a new practice group, Corporate Compliance, Privacy and Internal Investigations. We have dealt with these areas of law for a number of years, however, the new practice group centralises our efforts and increases our focus on how to rethink our advice and develop new systems or methods that ensure that our clients comply with the rules.

"We spend a lot of time keeping up with the rules within the specific legal areas, but with this practice group we will be able to keep our heads above water, look across the areas and develop tools that make it easier for businesses to stay compliant," says partner Lisa Bo Larsen who is one of the initiators of the new practice area.

"By looking at the compliance discipline as the ability to establish, implement and maintain systems or methods for ensuring compliance with the regulation, the service becomes a management tool. In this way, the focus point of for the practice group's work is not the regulation itself, but rather development and sale of relevant systems, methods and generic tools that will make it easier for our clients to be compliant," says Lisa.

The idea for the new practice area arose in connection with the establishment of the "Corporate Criminal Law" practice area in 2013 to satisfy the increasing demand for advice from the Danish business sector resulting from tighter legislation to fight financial crime and specific criminal offences. The two practice groups will work closely together in order to focus on the existing opportunities for a more preventive way of assisting businesses.



E-LEARNING: KNOW YOUR COM- PETITION LAW

Kromann Reumert has developed an effective and modern e-learning programme that helps Danish businesses comply with the competition rules.

Unannounced visits from the Danish competition authorities often result in long-term and onerous business inspections. If the authorities find violations, large fines and even prison sentences for the management could result.

As part of our ambition to help businesses ensure compliance, we have supplemented our compliance tools with a newly developed e-learning programme that may help businesses identify and reduce their competition law related risks and educate their employees.

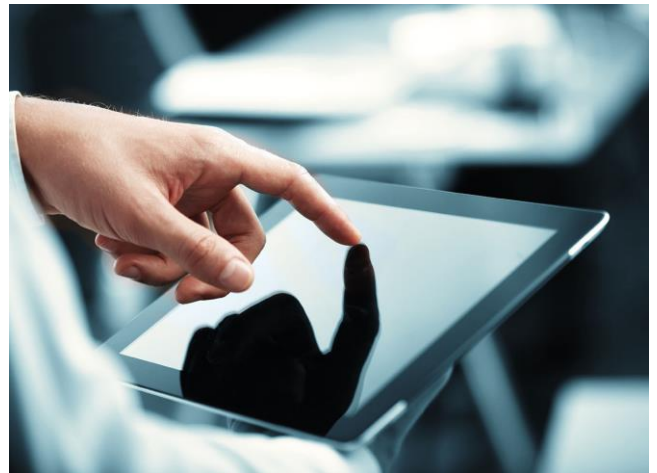
"An active and documented compliance effort could result in the risks of the business being limited and - if the damage is done - reductions in penalties. Our e-learning programmes can be tailored to meet the demands of the individual business and take their starting point in specific pitfalls of the relevant industry," says partner Jens Munk Plum, head of Kromann Reumert's Competition Group.

E-learning provides a resource-effective tool in the training of compliance with the possibility of tracking participants online. This enables the business to monitor test results keep a record of who has completed the programmes. Kromann Reumert's e-learning programmes form the basis of a demonstrable and provable training programme.

WE SHARE OUR KNOWLEDGE

The increasingly complex world brings both new opportunities for the business sector as well as unknown risks. As a business partner to Danish enterprises - many with a broad, global perspective - it is important that we can help them navigate through these opportunities and risks.

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, including both Danish and foreign trade restrictions. In this way, we help to ensure that businesses comply with the rules that are adopted to secure fundamental human rights.



WE PARTICIPATE IN THE DEVELOPMENT OF THE DANISH BUSINESS SECTOR

We are always where the action is in the Danish business sector, not just through our cooperation with clients, but also through our engagement in numerous fora, committees, etc. where we contribute expert knowledge which may contribute to growth and development.



es as a whole. Commercial foundations play a key role in the Danish business sector. They not only own some of the largest enterprises in the country, but many medium-sized enterprises also have commercial foundations as their principal shareholder. As chairman of the Danish Committee on Corporate Governance, I can contribute to the work by improving the quality of directorships in many Danish enterprises and thereby contribute to growth and industrial development."

Partner Marianne Philip
Chairman of the Danish Committee on
Corporate Governance

"The Danish Bar and Law Society (Advokatnævnet) plays an important role in ensuring the integrity and ethics of the Association of Danish Lawyers (Det Danske Advokatsamfund). It is an inspiration to be part of its work and to gain valuable knowledge of developments in the area."

Partner Anders Lavesen
Member of the Disciplinary Board of the Danish
Bar and Law Society



"The Association of Danish Lawyers is the representative body for the Danish legal profession. As a board member, I can help influence the development of the industry. I find that very exciting."

Partner Claus Juel Hansen
Member of the board of directors of the
Association of Danish Lawyers

"As Denmark's leading law firm, we wish to contribute to the development and the creation of good framework conditions for our clients' businesses and Danish business-



"Together with EY and CBS, we decided to initiate the foundation of the Association for Development of Board Work in Denmark because we believe that it will be beneficial to Danish enterprises and thus also Danish society, and because we believe that it will also support and enhance our position in the Danish legal market. The area is the subject of increasing interest as the requirements for the work of boards of directors have increased considerably in recent years. We consider our involvement an opportunity to contribute to an upgrade of board work in Denmark. For this reason, we have developed and established a board training programme in cooperation with CBS and EY, which is the best and most comprehensive programme offered in Denmark."

Partner Anders Stubbe Arndal, lawyer (H)
Kromann Reumert's initiator of the association

DENMARK IS THE LEAST CORRUPT COUNTRY IN THE WORLD

Transparency International combats corruption and bribery on a global scale. Each year, we assist Transparency International Denmark with its assessment of the Danish authorities' efforts to combat corruption. In 2014, Denmark ranked as the least corrupt country in the world.

Pro bono work for Transparency International Denmark

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. Since the beginning of our cooperation, we have helped Transparency International Denmark each year with assessing the Danish authorities' efforts to ensure compliance with the OECD convention on combating corruption among foreign public officials.

In Transparency International's most recent Corruption Perceptions Index (CPI), Denmark obtained a score of 92 out of 100. This makes Denmark the least corrupt country in the world. In comparison, North Korea and Somalia share the last position with only eight points.

Ranking	Country	2012	2013	2014
1	Denmark	90	91	92
2	New Zealand	90	91	91
3	Finland	90	89	89
4	Sweden	88	89	87
5	Norway	85	86	86

Transparency International's annual Corruption Perceptions Index measures the perceived level of corruption in the public sector in 175 countries and territories on a scale from 0-100.

The Public Register of Shareholders

According to Transparency International, Denmark has a strong constitutional state, support for civil society and clear rules as to how public employees should behave. In November 2014, Denmark was an example to global society by announcing plans of creating a public register of shareholders containing information on the shareholders of all companies formed in Denmark. This measure will make it harder for the corrupt to hide behind enterprises registered in the name of another person.

See our newsletter on the Public Register of Shareholders at www.kromannreumert.com

Denmark as a role model

Internationally, Denmark is considered so anti-corrupt that it has been highlighted as a role model to other countries. As an example, the EU, USA and the G20-countries are urged to follow Denmark's example and create public registers that will make it clear who the actual manager, or legal owner, of any enterprise is.

KROMANN REUMERT IS A MEMBER OF THE ICC ANTI-CORRUPTION COMMISSION

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. The ICC Anti-Corruption Commission is a working group under the International Chamber of Commerce (ICC). We joined the working group last year and participate in the work to combat corruption.

INTEGRATION OF THE 10 UN GLOBAL COMPACT PRINCIPLES

THE 10 UN GLOBAL COMPACT PRINCIPLES

KROMANN REUMERT'S ACTIVITIES

Human Rights

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

- In-House Lawyer of the Year, page 8
- Kromann Reumert supports Danmarks Indsamling, page 15
- We support Justitia's work for human rights, page 17
- New system for whistleblower schemes, page 27
- We demand certain standards from our suppliers, page 18
- We share the world's best news, page 18

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.

- Our employees are our future, page 20
- Secondments: Knowledge of foreign countries, page 20
- Leadership training course with personality, page 20
- Employee development must retain talent, page 21
- New system for personal development review, page 21
- Kromann Reumert bikes to work, page 22
- Employees and working conditions, page 33

Environment

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.

- In the black with green solutions, page 24
- Dedicated employees create value, page 24

Anti-corruption

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

- New practice group helps to make compliance easier for businesses, page 27
- E-learning: Know your competition law, page 28
- We participate in the development of Danish businesses, page 29
- Denmark is the world's least corrupt country, page 31
- Kromann Reumert is a member of the ICC Anti-Corruption Commission, page 31

Pro bono and Partnerships

- Youth must be motivated for further education, page 10
- Pro bono work for the public good, page 12

EMPLOYEES AND WORKING CONDITIONS

Employees in numbers	2007	2008	2009	2010	2011	2012	2013	2014
Number of employees	483	547	596	585	588	557	517	498
Number of partners	57	54	59	67	70	65	66	65
Total percentage of women	54,9	53,2	53,2	53,2	54,9	54,2	54,9	52,9
Total percentage of female partners	12,25	12,96	13,56	22	20	19,7	19,7	20
Average age	35,9	36,2	36,1	35,3	34,6	35	37,1	36,4
Health	2007	2008	2009	2010	2011	2012	2013	2014
Percentage of absence due to sickness, per employee	5	5	5	5	3,4	3,5	2,12	1,87
Work-life balance	2007	2008	2009	2010	2011	2012	2013	2014
Women working reduced hours	37	42	34	32	39	27	38	19
Men working reduced hours	0	1	1	1	2	0	0	0
Number of mobile workplaces	250	320	380	410	400	380	356	360
Employee satisfaction survey - work life balance (rated on a scale of 1-100, where 100 is the highest)	60	67	-*	67	-*	68	-*	66
Training and education	2007	2008	2009	2010	2011	2012	2013	2014
Total number of days that employees spent attending courses	-	2400	2600	2600	2700	2500	2100	1750
Number of course days per employee	-	4,3	4,4	4,5	4,5	4,4	4,1	3,5
Number of internal courses	-	70	80	82	80	70	65	50
Employee satisfaction	2007	2008	2009	2010	2011	2012	2013	2014
Combined result - employee satisfaction (rated on a scale of 1-100, where 100 is the highest)	73	81	-*	80	-*	80	-*	72
Management (rated on a scale of 1-100, where 100 is the highest)	70	74	-*	77	-*	76	-*	73

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.

ABOUT KROMANN REUMERT

Kromann Reumert is Denmark's leading law firm with offices in Copenhagen, Aarhus and London. We employ approximately 498 people, including around 250 lawyers who cover a range of specialist areas.

Kromann Reumert is a partner-owned firm. Our partnership structure is based on the principle of equal sharing which ensures that we work together to achieve the optimum solution for our clients regardless of which individual within the firm they contact.

Local insight

In 2014, Kromann Reumert celebrated its 125th anniversary. Our history dates back to 1889 and we draw on our many years of experience in advising some of Denmark's leading businesses. We approach all of our relationships with dedication and we strive to be a trustworthy and reliable partner in every respect.

International outlook

Kromann Reumert is a business with a distinct international outlook, serving both Danish and foreign clients. We have an extensive international network and are the Danish member of the international organisation Lex Mundi, consisting of 160 of the world's leading independent law firms offering the services of more than 20,000 lawyers. The benefits for our clients include high-quality multi-jurisdictional advice and unique access to a range of specialists in almost every part of the world. This also enables us to keep our clients informed of the latest international trends and developments, including those whose effects may extend to Denmark.

ABOUT THE REPORT

This is Kromann Reumert's sixth CSR report - and our sixth 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 within a frame of reference known globally. The report focuses on our pro-bono work because a considerable part of our CSR efforts is based on our desire to provide pro bono assistance by doing what a law firm does best - providing legal advice. Additionally, our activities are based on the 10 Global Compact principles. The reporting year is Spring 2014 to Spring 2015.

The people responsible for CSR activities at Kromann Reumert are an interdisciplinary group of key employees who meet regularly to discuss both strategic objectives and practical initiatives.

DEAR EMPLOYEES, THANK YOU!

Your daily commitment to Kromann Reumert's work with social responsibility contributes to a number of organisations being able to help people in need and improve their daily lives, their circumstances and rights. Each day, you also help us to protect the environment even more by finding ways to minimise our impact on the environment and many more initiatives and activities.

We wish to thank you for your active efforts to make Kromann Reumert an even better place of work than it is today and for your commitment to assist our clients both in and outside Denmark.

We are proud that you are helping to make a difference.

*A big thank you from the
Partners and Management in
Kromann Reumert.*