

2016

CITIZENSHIP



CSR HIGHLIGHTS 2015

VALUES

Quality - commercial understanding -
spirited teamwork - credibility

470

EMPLOYEES

55 %

WOMEN

35,8

AVERAGE AGE

1,9 %

ABSENCE DUE TO SICKNESS
PER EMPLOYEE

VISION

We set the standard

1900

DAYS SPENT ON COURSES

55

INTERNAL COURSES

29

SECONDMENTS

63

PARTNERS IN TOTAL

20 %

OF PARTNERS ARE WOMEN

MISSION

To provide value-adding solutions with
commitment and dedication

640

PRO BONO HOURS
- 14 % INCREASE



ADOPTED CODE OF CONDUCT
FOR LAWYERS



WELCOME TO KROMANN REUMERT CITIZENSHIP

In this report, we describe the CSR initiatives that we have launched since the spring of 2015. A year where we joined advokatKODEKS and where focus was on openness, knowledge sharing with the Danish business community, and increased pro bono efforts in relation to children, young people and education.



Kromann Reumert depends on young talents. They are key to our future, and we work every day to help our employees realise their full potential. This is deeply rooted in our DNA. It is only natural, therefore, that many of our chosen partnership organisations work for the benefit of children and young people and for the promotion of education. The young talents are not only the basis for Kromann Reumert's growth, but for the growth of society as a whole, locally as well as globally.

In 2015, we also launched a number of initiatives allowing us to share our knowledge with the outside world. We have for instance dealt with EU's new rules on data protection and whistleblower schemes in in-depth articles - we call them Insights - and at in-house events. At the beginning of 2016, we launched our Learning Center which makes it easy to get access to all our knowledge. We also expanded our presence on Facebook and Instagram where our young lawyers give an idea of everyday life at Kromann Reumert.

We have joined forces as colleagues and learned how to communicate better with our clients at workshops. Communication and other staff development projects are also high on the list of initiatives in 2016 - and we have already started. In this report, you can read about them and other activities.

CSR is an integrated part of our day-to-day work, our strategy and our culture and it is not possible, therefore, to provide an exhaustive description in this report. But you can read about some of our numerous efforts to remain a socially responsible firm, a knowledge centre for the Danish business community, a great workplace characterised by spirited teamwork, and a place where people grow and improve their skills - both in Denmark and abroad.

We call our CSR work Kromann Reumert Citizenship: a dedicated effort to be a decent fellow citizen in our society.

Enjoy the read.

Arne Møllin Ottosen

Managing Partner

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OUR AMBITIONS

Over the years, we have achieved impressive results by integrating our ambitions in our day-to-day work, strategy and culture. And it is exactly on the basis of our day-to-day work - providing legal advice to our clients - that we now add yet another ambition: We open up and share our knowledge. We will to an even greater extent than before share our knowledge with the Danish business community and new talents.

Kromann Reumert has worked with CSR at a strategic level since 2008. Back then, we launched our first ambition to integrate CSR in our commercial and organisational processes as a natural element of carrying on business in a responsible manner. In 2012, we added our next ambition: To promote CSR in the Danish business community. Two years later - in 2014 - we then defined our third ambition to focus on pro bono work in relation to children, young people and education.

AMBITION 1

We are dedicated to maintaining our consumption at a reasonable level and to reducing it where needed. Back in 2014, our heat consumption reached a reasonable level and we have managed to continue reducing it, realising a 6 % saving this year compared to last year. We have also achieved a 6 % electricity reduction and maintained the same level of water consumption and CO2 emissions. We will continue our work in relation to the environment and climate, including by focusing on food waste, and we have already started!

AMBITION 2

An important element of our efforts to raise awareness of CSR among Danish businesses has been our adoption of the code of conduct for lawyers referred to as advokatKODEKS. AdvokatKODEKS consists of five principles - openness, social responsibility, ethical dilemmas, modern management, and diversity - for attorneys to follow when working with CSR. A signal to our clients and the outside world that we as a law firm take our social responsibility seriously. You can read more about advokatKODEKS on page 6.

Furthermore, we continue to take responsibility for contributing to the development of Danish businesses and encouraging them to carry on their activities in a (socially) responsible way. We do that through our legal services, but also through our partners' and employees' membership of committees, trade forums, boards and associations, e.g. as co-founders of the Board Leadership Society in Denmark, through partner Marianne Philip's office as chairman of the Danish Committee on Foundation Governance, and through our cooperation with EY and CBS to offer the best board training

AMBITION 1

WE WANT TO INTEGRATE CSR IN OUR COMMERCIAL AND ORGANISATIONAL PROCESSES AS A NATURAL ELEMENT OF DOING BUSINESS

AMBITION

WE WANT TO PROMOTING BUSINESSES

2008

2009

2010

2011

2012

programme in Demark. You can read more about this work on page 30.

In 2015, we participated once again in the Danish campaign The World's Best News ("Verdens Bedste Nyheder"), the object of which is to raise awareness about the 17 new development goals. And we continue our participation in 2016.

AMBITION 3

Young talent is the basis for not only Kromann Reumert's growth, but for the growth of society as a whole - at both local and global level. It is therefore natural to focus our pro bono work on children, young people and education. In 2015, our lawyers registered 640 hours of pro bono work, i.e. 640 hours spent on providing free legal advice to our pro bono partners. And an increasing number of these hours were spent helping organisations that work for children, young people and education, including SOS Børnebyerne, Børnehjælpsdagen, Human Practice Foundation and Ombold. In addition, our administrative staff has contributed with assistance

in printing material for these organisations, helping with events that were hosted by Kromann Reumert, etc.

In 2014, we also set out to focus our pro bono work on local projects. We do that through our cooperation with Gentofte Børnevenner and with local schools. In 2015, Sortedamskolen visited us and in 2016 we welcomed pupils from Ingrid Jespersens Gymnasieskole.

AMBITION 4

Kromann Reumert wish to lead the way within knowledge sharing and learning. That is why we have added one more ambition to our CSR goals: We will to an even greater extent share our knowledge with new talents and the Danish business community. We want to be the place to go to when looking for new knowledge about current legal issues. And we want to make it easy to learn more about the specific legal areas that are relevant to the Danish business sector. You can read more about our new ambition on page 8 and about our work with young talents on page 10.



ADOPTION OF ADVOKATKODEKS

2015 was the year where we joined advokatKODEKS. An important step in our efforts to increase awareness of CSR in the Danish business community - and in the legal profession.

In 2015, the Association of Danish Lawyers (Danske Advokater) launched advokatKODEKS - a number of guidelines for attorneys' CSR work. It is voluntary for law firms to join advokatKODEKS, but for us it was natural. We are already working with CSR in a structured way and have done so for several years. We have also for several years published this report - our CSR report - describing our initiatives and work with corporate social responsibility. So we wanted to support the initiative and to share our CSR experience with other law firms.

In brief, AdvokatKODEKS consists of five principles - openness, social responsibility, ethical dilemmas, modern management, and diversity - for attorneys to follow when working with CSR. A signal to our clients and the outside world that we as a law firm take our corporate social responsibility seriously.

“The attorney has become a trusted adviser and legal expert who assists not only in the courtroom, but who also prevents conflicts, drafts contracts and provides guidance within the limits of the law. Someone who upholds values and takes care of failing companies and private individuals. Someone who cooperates with businesses to pave the way for growth and internationalisation. This role involves great responsibility.”

The Association of Danish Lawyers
on advokatKODEKS

As part of our efforts to increase awareness of CSR and inspire others, we have already contributed to two cases on the advokatKODEKS website where we describe our pro bono work and our commitment to openness on social media. You can find our and other inspiring cases on advokatKODEKS.dk.

THIS IS HOW WE WORK WITH THE FIVE PRINCIPLES OF ADVOKATKODEKS

OPENNESS

We work actively to show the world what kind of firm we are and we speeded up this process in 2015, i.a. through our employer branding initiatives where we ask our junior lawyers to tell about their everyday life on social media. We also achieved greater openness through our increased focus on sharing knowledge with clients, the profession and Danish businesses in general, including through our Insights where we give legal recommendations within areas of current interest. And for the first time ever, we have published an external annual review. We have also commented on current public debates, including in relation to paternity leave and workplace requirements for high grades. You can read more about our use of social media on page 10 in this report and on advokatkodeks.dk/cases/aabenhed/advokater-paa-instagram and about our knowledge sharing on page 26.

MODERN MANAGEMENT

Modern management is when our clients' needs match our employees' skills to form a synthesis. Our staff development project "Our advice - our communication" launched in 2015 is a good example of this. The seven communication principles and 10-step advisory model help us ensure that we deliver value-adding, direct and targeted advice and communication. For this purpose, we have introduced "SUSKA" which is an abbreviation of the Danish words for: "Situation", "Challenge", "Question", "Conclusion" and "Recommendation". With SUSKA, we contribute to our employees' continuous training and development while at the same time ensuring the best possible advice to our clients. You can read more about the project on page 17.



ETHICAL DILEMMAS

As a law firm, it is important that we take our ethical responsibility seriously. We therefore use significant resources to ensure high ethical standards in our work.

All Danish attorneys are subject to the rules of the Danish Administration of Justice Act on good legal practice. The Council of the Danish Bar and Law Society supervises compliance with the rules on legal ethics and has prepared a code of conduct which requires attorneys to adhere to high ethical and professional standards. We obviously comply with these rules, and our terms of business describe how we handle e.g. the duty of confidentiality and the anti-money laundering rules.

Good legal practice is a code which includes rules on duty of confidentiality and conflicts of interest. As part of our general quality assurance measures, we have implemented internal rules and procedures to supplement the code of conduct, i.a. to identify and solve potential conflicts of interest. We have also introduced rules to prevent insider trading and money laundering. It is the attorney's own responsibility to comply with the ethical rules which are administered by Kromann Reumert's Ethics Committee consisting of five partners. The Ethics Committee must always be consulted in case of doubt and it also addresses issues on its own initiative. We offer all relevant employees regular in-house training in the code of conduct and in those parts of Global Compact that are of particular relevance to Kromann Reumert.

Kromann Reumert is involved in the work carried out by the professional organisations, including the continuous updating of the code of conduct.

SOCIAL RESPONSIBILITY

Young talents are the key to our future and we work every day to help our employees realise their full potential. This is deeply rooted in our DNA and in the way we work with our social responsibility. We do that through our pro bono work and it is therefore natural that many of our partnership organisations work for the benefit of children and young people and for the promotion of education. You can read more about our pro bono work on page 21. Many of our young lawyers also choose to spend time as volunteers at Copenhagen Legal Aid, providing free legal aid.

DIVERSITY

Kromann Reumert is a law firm, but in fact we employ almost as many administrative employees as lawyers. We have employees who are responsible for maintaining our buildings, facilitating meetings, preparing food in our canteens, fixing our computers, communicating our messages and recruiting our new colleagues. And among our lawyers, you will find an equally diverse group of people, each with their own strengths and needs. More than half - 55 % to be more precise - of our employees are women, and we also have a number of international employees - you can meet two of them on page 14. We work every day to accommodate this diversity by offering i.a. in-house courses, home workstations for more than half of our employees, a working environment policy aimed at promoting job satisfaction, and dialogue groups for our attorneys, assistant attorneys and secretaries.

KNOWLEDGE SHARING

We live by our knowledge and knowledge sharing is a cornerstone of our way of carrying on business. We believe it is important to share our knowledge and legal skills in the areas where we specialise - both with our clients and with the Danish business community and society in general. We have been doing so for a long time through our numerous events and newsletters. In 2015, we started publishing our in-depth newsletter Insights, and at the beginning of 2016 we launched our Learning Center which brings together all our learning and knowledge sharing activities and also offers formats such as podcasts. In 2015, we hosted more than 100 events and issued more than 120 newsletters, dealing with 20 current topics within our fields of expertise.



“Knowledge sharing is decisive for our work and sharing information not only with clients, but with the business community in general is a natural part of our everyday life. Most of our events are therefore open to the public and everyone can subscribe to our newsletters.”

**Pernille Høstrup Dalhoff,
knowledge management
senior attorney**

In 2015, we took the first step towards increasing focus on knowledge sharing by launching the newsletter Insights in addition to our existing newsletters. In Insights, we share our knowledge on issues of current interest and offer practical solutions to specific challenges.

In the autumn of 2015, we addressed the new Data Protection Regulation and its relevance to Danish businesses, describing how they ensure compliance with the new rules. We did that by hosting events in Copenhagen and issuing an Insight on the topic, and at the beginning of 2016 we followed up with events in Aarhus and a series of podcasts. In 2016 we will continue working with knowledge sharing, launching our Learning Center which makes it easy for Danish businesses to learn more about current legal issues.

In addition to podcasts, the new Learning Center will also offer new formats such as webinars to constantly meet the need of Danish businesses to stay updated in the legal area.

“Our ambition is to make our Learning Center the place to go to for existing and potential clients in search of new knowledge about current legal issues. By having all subjects gathered in one place, it is easy to learn more about one’s own specialist fields and - with the new formats - in the manner that suits one best. Our ambition is to create value for our clients and for the Danish business sector in general.”
Anders Wiedemann, COO

Man bliver
ikke rigtig klog
af at vide
det samme
som alle andre.

Ny viden giver nye muligheder.
kromannreumert.com/bliv-klogere

KROMANN
REUMERT

NEW TALENTS

#velkommentilkr

At Kromann Reumert, our employees are our strongest card. They set the standard every day and we have a long tradition of developing some of Denmark's best business law talents. It is therefore essential that we are able to attract the very best law students, just as it is natural for us to share our knowledge with future talents.

We do that by cooperating with the students' associations Legal Debating Society at the University of Copenhagen, the Elite Module at Aarhus University and ELSA Aarhus, by offering compendiums, by organising examination cases, career dialogues and talent networks, and by increasing our openness and transparency, using i.a. social media.

“Based on Kromann Reumert's business strategy and our four values - quality, commercial understanding, spirited teamwork and credibility - we contributed to improving professional standards at law schools in 2015.

At the same time, we seek to give a more personal and transparent picture of working life at Kromann Reumert.”

Birgitte Brix Bendtsen, HR Manager



SOCIAL MEDIA CREATE OPENNESS

Social media have played an important part in our increased openness to law students and others. 2015 was the year in which we reached 5,000 followers on Facebook and got on Instagram. On both media we focus on professional standards, spirited teamwork and internationalisation.

In 2015, it was possible on Facebook and Instagram to follow law students in our talent network, attend career exhibitions, gain insight into our assistant attorneys' work on high-profile cases and much more.

“On Instagram we offer our most junior and newest employees a chance to broadcast their experiences, their work and their everyday lives here at Kromann Reumert and, not least, the very special brand of spirited teamwork you will find with us. To this end, we use Instagram takeovers. The idea is to go behind the scenes - both when our young lawyers are working in the office and when they are on exchange visits or seconded to other countries - and to create greater openness in a traditionally closed profession.”

Birgitte Brix Bendtsen, HR Manager

ADVICE ON FUTURE PLANS

In 2015, we had more than 100 career dialogues with law students. Our career dialogue is an offer to law students who are considering a career as a business attorney. We give them advice in relation to future prospects and they learn more about what it takes to reach their goals. Kromann Reumert has introduced the career dialogue in order to stay in close dialogue with the law students and get to know them and their dreams. And the dialogue also allows us to make our knowledge of possible careers in the legal profession available to the students. We will continue offering career dialogues in 2016 and improving the concept to ensure that the young talents get on the right track when entering the labour market.



NETWORK FOR THE TALENTED

Every year, Kromann Reumert's talent network gives 15 talented and ambitious law students at four universities an opportunity to develop their professional and personal skills and to work with the practical aspects of law. During a period of eight months, they develop their network, obtain individual advice from a lawyer, get access to office and library facilities and learn what it means to work at Denmark's preeminent law firm.

“I have transcended several personal barriers and obtained a lot of useful tools that can be used both professionally and personally - for instance how I work most efficiently and how I communicate and argue more assertively. I have added law students from other universities to my professional network and acquired a taste for working in the legal profession.”

Simone Brøker, participant in the 2015 talent network



COMPENDIUMS

Professional excellence is crucial for the quality of our services. We want to pass on some of that excellence to law students for use in their future career. We have therefore developed a series of compendiums covering various legal subjects - including for instance the law of obligations and the law of property. Students may request or download the compendiums and use them in their studies or when reading for an examination. The compendiums describe the practical aspects of the law and are a valuable supplement to their classes.

EXAMINATION CASES

Taking an examination is hard work and our lawyers still remember their examination periods as both exciting and full of reading. Study groups and discussions with fellow students are good alternatives to traditional learning methods and bring the students closer to the law. We want to contribute to that by offering examination cases in cooperation with the Legal Debating Society. Here, the law students get an opportunity to study an area of the law in depth. Over the past year, we have held examination cases in the law of obligations and the law of property - both times with participation of 200 law students.

COOPERATION WITH STUDENTS' ASSOCIATIONS

Students' associations contribute positively to both the quality of the law studies and social life at the universities. Their commitment and enthusiasm have a positive impact on both the students and the legal professions. We therefore appreciate our long-standing cooperation with i.a. the Legal Debating Society and ELSA Aarhus, and our lawyers always look forward to hosting events and giving lectures in cooperation with the associations.

“Our cooperation with Kromann Reumert makes it possible for us to offer law students at Aarhus University events at a high academic level. Kromann Reumert has i.a. helped third-year students pass the property law exam by inviting them to an event on set-offs in bankruptcy proceedings. Kromann Reumert is very open and listens to our ideas and we appreciate the cooperation very much!”

Mathilde Englund, ELSA Aarhus

SCHOLARSHIP

We are dedicated to supporting legal talents. Therefore, we offer the Kromann Reumert Scholarship to selected students twice a year. The scholarship, which amounts to DKK 40,000, gives talented law students an opportunity to dedicate all their time to complete their master's thesis. The theses are selected by a committee consisting of one partner and two attorneys or assistant attorneys. In addition to the grant, the students are also offered office space in Copenhagen or Aarhus, guidance in information retrieval and access to our library.

THE LAW STUDENTS' PREFERRED WORKPLACE IN THE PROFESSION

We take pride in providing the best possible settings allowing our assistant attorneys and student interns to make the most of their legal talent. We were therefore pleased that Universum's 2015 survey showed that we are still the preferred place to work among law students. The survey also showed that the law students attach great importance to professional development and the possibility of working for charitable purposes when selecting their future workplace. Our pro bono work gives our employees exactly this opportunity. You can read more about the work on page 27. Last but not least, it is important for the law students to see the world and get an international career. You can read more about our employees' international focus on page 14.

NETWORK FOR COMING LEADERS

For the third year in a row, our assistant attorneys in Copenhagen hosted an event for members of their business network. Two Ph.D. students presented their analysis of the composition of more than one thousand boards of directors, foundations, committees and VL groups to 120 young talents gathered at our office in Nordhavn.



EMPLOYEES WITH AN INTERNATIONAL FOCUS

As part of our ambition to be Danish businesses' preferred international business partner, we offer our employees the best opportunities to work with law in an international context. In 2015, we therefore had lawyers seconded to law firms and companies in e.g. New York and London, and our business partners also second their employees to work at our offices in Denmark.

In addition, some of our employees follow both business and legal studies abroad and every year three of our employees attend a summer school programme at reputable universities abroad. In 2015, the three employees chose to study at University of Berkeley in California, Cambridge University in the UK and Cornell University in Paris.

It is vital to our business that we stay updated on current developments in other sectors, cultures and countries. For this purpose, foreign studies and secondments are extremely important.

STRENGTHENING OF LONDON OFFICE

As part of our focus on internationalisation, we have as at 1 January 2016 strengthened our presence in London. Also, we continue developing our Outbound Services where we "follow the client out into the world", assisting Danish businesses in their activities abroad. We do that through our specialist teams covering the Nordic countries, Greenland, Germany, the UK/North America and Asia/Pacific, and we are making continuous efforts to gain specialist knowledge of other regions as well, including Africa.



Carina Vang Kristoffersen is attorney and was seconded to Jenner & Block, LLP on Manhattan, New York, from September 2015 to May 2016.

"The stay learned me so much that I can take with me to Denmark and use in relation to Kromann Reumert's clients, and I have built a strong network in New York - both among "big law" firms, in entrepreneurial circles, and at Danish diplomatic missions in New York."



Several Kromann Reumert colleagues were seconded to our London office in 2015, among them **Jacob Gents**, attorney.

"Kromann Reumert has a very good reputation around the world and it was really great to experience it up close. Many cases come in through referrals from other law firms, highlighting the importance of social activities and a broad network. Closeness to clients is key! In addition to the invaluable legal knowledge I have gained by working with cross-border transactions, my stay at the London office gave me a lot of valuable acquaintances, both personal and professional."

Assistant attorney **Jesper Juul** worked as summer associate in the corporate and commercial departments of the UK law firm Penningtons Manches LLP.

"While the specific assignments did not differ too much from the assignments at a comparable Danish office, there were nevertheless some differences. Acquisitive work was given a high priority. During just one week, I worked i.a. on a research to identify potential local clients and an article on shareholders' agreements and participated in a couple of lunch and coffee meetings with potential business partners."



Legal Consultant **Chen Chen Hu** is from China and started working with Kromann Reumert in 2015 after having finished his Ph.D. at the University of Copenhagen.

"I came to Denmark due to my curiosity about the legal systems in others countries. Just like many Chinese, before I came to Denmark, my basic impression was that Denmark is the happiest country. I got to know more and more about Denmark, especially its business-friendly legal and social environment within a global context. I understand that there would be an increasing need and interest for Danish and Chinese firms to cooperate with each other in many aspects."



Attorney **Kumaran Thavarajah** joined Kromann Reumert in 2015, but started his career in the New Zealand law firm Russell McVeagh in 2008. Kumaran has worked for the law firm Linklaters LLP in London and Paris, and has been seconded to clients in leading investment banks. Kumaran is admitted to practice law in England and Wales, New York and New Zealand.

"My role at Kromann Reumert includes working with Danish businesses and lawyers on international transactions. My role is to use my experience and to apply it to the Danish perspective so that Kromann Reumert's clients are on a level playing field to the foreign parties involved."



OUR TALENTS WANT TO MOVE FORWARDS. AND OUT INTO THE WORLD

We encourage our student interns to undertake some of their studies abroad and ask them to share their experiences in travel letters on our website, on Facebook and through Instagram take-overs. You can read more about our work with social media and openness on page 10.

LEX MUNDI #WHYPROBONO

We are the only Danish law firm to be a member of the international Lex Mundi organisation, consisting of more than 21,000 lawyers in 160 of the world's leading law firms. In 2016, we will as part of the Lex Mundi campaign #whyprobono share stories about our pro bono work on social media.



What we sell in a knowledge-based firm - our product - is the high level of expertise of our employees. That makes our employees the most important parameter in terms of creating a high level of client satisfaction. And it is therefore crucial that we continue developing and enhancing our skills to ensure that we can meet our clients' needs.

That requires staff development and we therefore have constant focus on developing our employees' skills. In 2015, we continued developing new training and education activities which are linked to the career paths of our staff groups. In the future, we will to an even greater extent seek to establish a mentor system where new leaders get inspiration and advice from more experienced colleagues. Also, we will bring more coherence into the activities that an attorney participates in during his career - from assistant attorney to attorney and perhaps later as a partner.

We will therefore maintain the management training programme for attorneys that we launched in 2014. The programme involves not only traditional management training, but also personal development and is based on the idea that in order to become a good leader, you have to start with yourself. All attorneys go through the training programme which is targeted at the skills and competencies of the individual.

As part of our increased internationalisation, we have also strengthened our English courses which used to include 1.5

years' lessons to assistant attorneys only. Now, we also offer English courses to all our student interns.

OUR ADVICE - OUR COMMUNICATION

In 2015, we launched the staff development project "Our advice - our communication" which, based on seven communication principles and a 10-step advisory model, is to ensure that we deliver value-adding, direct and targeted advice and communication. For this purpose, we have introduced "SUSKA" – an abbreviation of the Danish words for: "Situation", "Challenge", "Question", "Conclusion" and "Recommendation".

At workshops, courses, boot camps, and our annual company outing, everyone in the firm was introduced to the new communication model in 2015 and trained in using it. In-house ambassadors have been appointed to identify new, creative ways of maintaining top-of-mind awareness. This work will continue in 2016.



“The project has been a huge success, both internally and in the market. It is an example of a successful in-house project that has involved the whole organisation and really improved the way we communicate.”

Jeppe Buskov, partner

EMPLOYEES AND WORKING CONDITIONS

EMPLOYEES	2010	2011	2012	2013	2014	2015
Number of employees	585	588	557	517	498	470
Number of partners	67	70	65	66	65	63
Total percentage of women	53,2	54,9	54,2	54,9	52,9	55
Total percentage of female partners	22	20	19,7	19,7	20	20
Average age	35,3	34,6	35	37,1	36,4	35,8

HEALTH	2010	2011	2012	2013	2014	2015
Percentage of absence due to sickness, per employee	5	3,4	3,5	2,12	1,87	1,9

WORK-LIFE BALANCE	2010	2011	2012	2013	2014	2015
Women working reduced hours	32	39	27	38	19	31
Men working reduced hours	1	2	0	0	0	2
Number of mobile workplaces	410	400	380	356	360	300
Employee satisfaction survey - work-life balance (rated on a scale of 1-100 where 100 is the highest)	67	-*	68	-*	66	-*

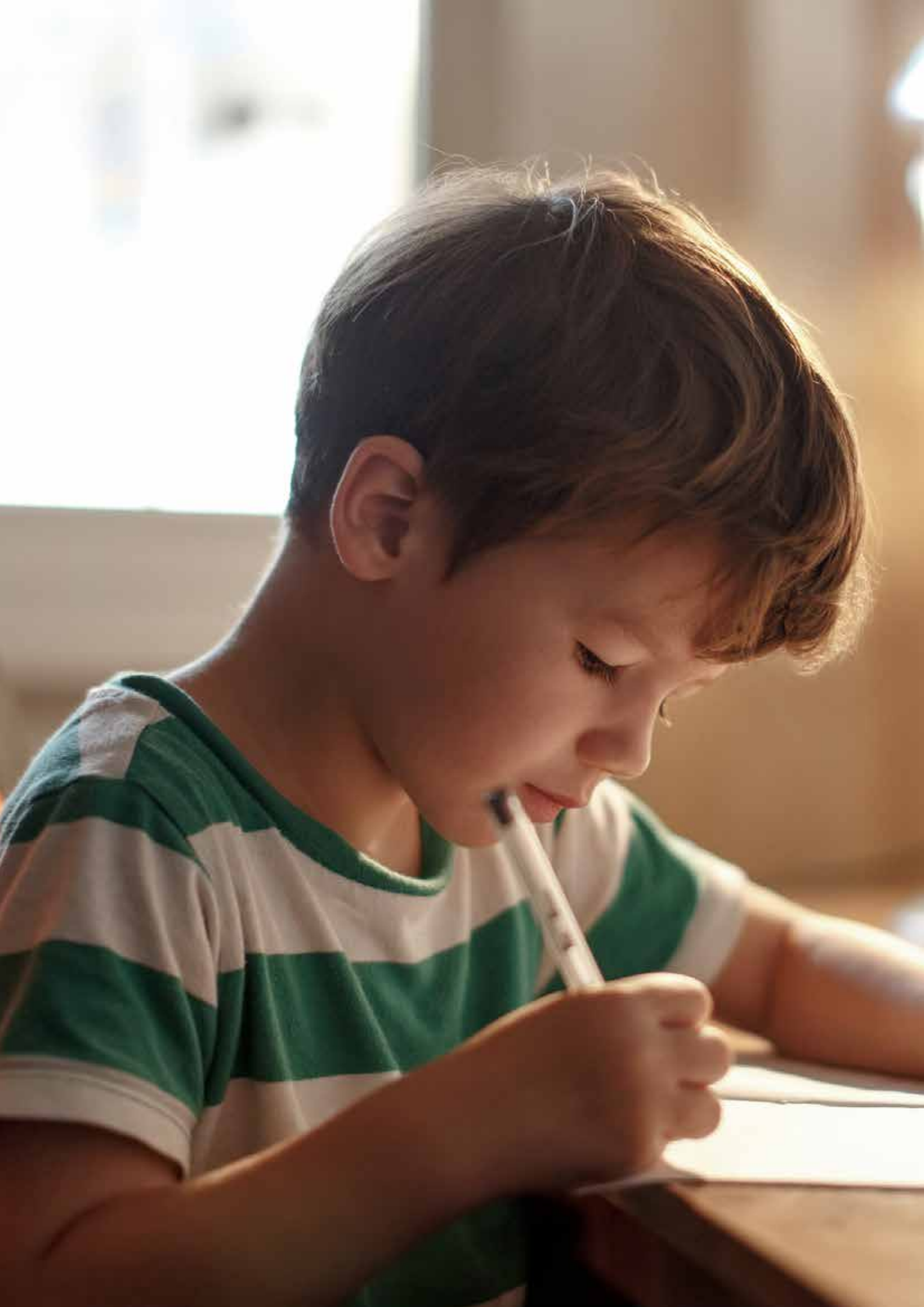
TRAINING	2010	2011	2012	2013	2014	2015
Total number of days spent by all employees on courses	2600	2700	2500	2100	1750	1900
Number of days spent on courses, per employee	4,5	4,5	4,4	4,1	3,5	3,8
Number of in-house courses	82	80	70	65	50	55

EMPLOYEE SATISFACTION	2010	2011	2012	2013	2014	2015
Overall result - employee satisfaction survey (rated on a scale of 1-100 where 100 is the highest)	80	-*	80	-*	72	-*
Management (rated on a scale of 1-100 where 100 is the highest)	77	-*	76	-*	73	-*

The above table shows employee data collected every year for the period 1 January to 31 December.

*As the employee satisfaction survey is conducted every 18th month, no survey was made in 2011, 2013 and 2015.





PRO BONO: CHILDREN, YOUNG PEOPLE AND EDUCATION

Kromann Reumert depends on young talents. They are key to our future, and we work every day to help our employees realise their full potential. We all depend on the young people who will shape our future. At Kromann Reumert, we would like to contribute to ensuring that even more young people get a future to the benefit of themselves and society. Our pro bono work is therefore aimed at organisations working with children, young people and education.

We entered into our first pro bono partnership in 2008 by offering legal assistance to SOS-Børnebyerne. Since then, many more partnerships have been added. In 2015, we offered free legal advice to a number of Danish organisations, including Børnehjælpsdagen, Gentofte Børnevenner, Ombold, Human Practice Foundation and the Danish Foundation for Entrepreneurship. By working pro bono for these organisations, we can make a difference.

“Our pro bono work is driven by the commitment of our employees and our pro bono partner organisations have therefore primarily been selected by employees who have a special relationship with that particular organisation.

Both the organisations and our employees gain the most by this approach.”

Christian Lundgreen, partner

In 2015, Kromann Reumert assisted Human Practice Foundation in drafting contracts for a number of its donors and contracts between Danish organisations and their local cooperative partners.

“All of our projects are intended to give the local community that we cooperate with better methods, better education, new skills and a mutual cooperation, so that they can jointly create a more sustainable future.

To measure the result of our investments, we note how many children come to school, how many women are working and how the village develops.”

Human Practice Foundation

THE DANISH FOUNDATION FOR ENTREPRENEURSHIP

In 2015, Kromann Reumert entered into a partnership with the Foundation for Entrepreneurship which works to ensure that the ability to be innovative becomes a fundamental element at all levels of education - from primary school to Ph.D. Partner Jakob Hans Johansen is member of the board of representatives which works to promote this agenda. Kromann Reumert has also assisted the Foundation in connection with the new rules on commercial foundations, and attorney Ronnie Kandler is member of its Evaluation Committee which offers micro grants to students who have come up with new innovative ideas.

“Our society and our economy are increasingly dependent on innovation. Innovation can be based on purely commercial ideas, but also on scientific ideas and many are probably somewhere in-between. But good ideas do not automatically lead to innovation - the ideas must be executed, further developed and disseminated in order to create value and change society. The Foundation for Entrepreneurship makes it possible for even more talented people to realise their innovative ideas, and as member of the Evaluation Committee I make a difference for those talents who will hopefully one day make a difference for all of us.”

Ronnie Kandler, attorney and member of the Evaluation Committee of the Danish Foundation for Entrepreneurship



DANSK ERHVERVSLIV STÅR SAMMEN FOR 10. GANG
 Skal jeres virksomhed også være med?
 Ring 70 10 52 52 i morgen aften fra kl. 19 og giv jeres bidrag.

DANMARKS INDSAMLING

10 ÅR MOD FATTIGDOM

MORE THAN 97 MILLION DANISH KRONER TO COMBAT POVERTY

In February 2016, Kromann Reumert and our employees supported Danmarks Indsamling with DKK 125,000. Together with the other donors, we contributed to 12 humanitarian organisations' work to combat extreme poverty worldwide.

This year, Danmarks Indsamling focused on extreme poverty. The kind of poverty that leads to hunger, diseases and malnutrition for millions of families in the world's most vulnerable areas and prevents them from making progress. The 12 largest humanitarian organisations in Denmark had taken the initiative to Danmarks Indsamling 2016, culminating in a primetime TV show on DR1.

Many of the organisations' projects focus on education as a long-term approach to fight poverty. At Kromann Reumert, we focus our pro bono work on children, young people and education, offering free legal advice to one of the organisations behind Danmarks Indsamling, SOS Børnebyerne. With the money from Danmarks Indsamling 2016, SOS Børnebyerne will work to improve the lives and prospects of children in the slum of Nairobi and Dar es Salaam.

“Through our pro bono work with i.a. SOS Børnebyerne, we contribute with what we are best at - legal assistance - allowing the organisations to concentrate on what they do best: Helping children in some of the world's poorest regions. Once a year, we then contribute a little extra together with our employees through our internal fund raising project and joint contribution to Danmarks Indsamling.”

Arne Møllin Ottosen, managing partner



Photo: Bjarne Bergius Hermansen/DR



THE WITNESS SAID: “THAT WAS STUPID”

Stupid seems to be the right word: A boy eager to win DKK 10,000 in a radio program throws a cake in the head of a shop assistant in a bakery. But who is responsible for the stupidity - and how should it be punished? This year again, it was up to the pupils from Sortedamskolen and Ingrid Jespersens Gymnasieskole to make a decision by presenting arguments.

For the fourth straight year, we invited Sortedamskolen and Ingrid Jespersens Gymnasieskole to learn more about the legal system. Both days, it was pupils from two 9th classes who had an opportunity to act as prosecutors, defendants and judges in a case involving a radio presenter, a boy, a cake and a shop assistant.

A CASE FROM REAL LIFE

The case, which is from “real life”, once again provided the settings for a mock trial where the pupils were assigned roles as prosecutors, defendants and judges. The pro bono work group facilitated the mock trial to ensure that the litigation was as realistic as it could be with 60 15-year old youngsters in the “courtroom”. And while the form of address may have been a little more relaxed than would normally have been acceptable, the commitment and determination to win were intact.



“The pupils were initially a bit cautious, but ended up to being both inquisitive and committed, and many of them continued discussing the reasonableness of the judgment long after the trial had ended.”

Inneke Padilla Wolthoorn, assistant attorney
and responsible for the school project

Two of the pupils, Hannibal and Victor, explained that it had been fun seeing how a real trial works and that it was interesting to see how many people are actually involved.

“It was great to get out of the classroom and learn in a different way and to see how things are on a real workplace.”

Hannibal and Victor, Sortedamskolen

WHAT IS RIGHT AND WHAT IS WRONG?

The school day is not only about giving the pupils an idea of how it is to work at Kromann Reumert. It is also about making them consider their future education. Besides, the mock trial is educational in terms of solving problems and learning how to see things from different perspectives.

“They learn to listen to each other and to accept that there may be different views on what is right and what is wrong.”

Kristine Bernhoft, teacher at
Ingrid Jespersens Gymnasieskole

KROMANN REUMERT SHARES THE WORLD'S BEST NEWS

The Danish humanitarian organisations have, together with the UN and Danida, launched the campaign The World's Best News. The campaign is aimed at all businesses wishing to tell the positive stories about the progress made in developing countries. We have for several years supported The World's Best News and continued doing so in 2015.

THE WORLD'S MOST IMPORTANT YEAR

2015 was the year that world leaders set new targets for the future to replace the UN's 2015 goals. They agreed on 17 Sustainable Development Goals and 169 targets which together represent the most ambitious plan in human history. Like the 2015 goals, the new goals will affect billions of people worldwide and they are not only intended to reduce the problems with hunger, poverty and diseases, but in many cases to solve them entirely.



PRINCIPAL MESSAGE OF THE YEAR:

WE LIVE LONGER AND BETTER

Important progress has been made in the world over the last decades. Life expectancy and income levels have increased all over the world. The world population lives longer in nine out of ten countries, four out of five can now read and write, and the least developed countries now earn almost three times as much as in 1990.

These years, most progress is being made in the eastern part of Asia and Africa south of the Sahara. Actually, the world's so-called least developed countries are currently developing 4.6 times as fast as the most developed countries. It means that the difference between rich and poor countries will narrow if the trend continues.



"It is important that we communicate the message that development efforts pay off, that we spread news about the progress made in the developing countries, and that we encourage others to contribute to the 17 goals - not only internally, but also in relation to our clients and business partners."

Arne Møllin Ottosen, managing partner

TAKE OFF YOUR CLOTHES!

At the beginning of 2016, we placed containers at our offices in Aarhus and Copenhagen and collected clothes for poor people in connection with the campaign Throw Your Clothes which was launched by Red Cross, TV2 and Coop.





IN-HOUSE LAWYER OF THE YEAR

As part of our efforts to increase awareness of CSR and contribute actively to the development of the Danish business community, we choose the “In-House Lawyer of the Year” in cooperation with the Danish Association of In-House Lawyers”. The prize is awarded to an in-house lawyer or team of lawyers who stand out because they make a creditable and value-adding contribution to the company they work for and, as such, to the Danish business sector. In 2015, the prize was awarded to Novozymes’ legal team who donated the DKK 75,000 to Avocats Sans Frontieres (Lawyers Without Borders).

An increasing number of Danish businesses are setting up in-house legal departments, and many businesses are expanding their existing departments. As this trend becomes common, Denmark's in-house lawyers play an increasingly strategic and value-adding role in businesses.

“With this prize, we recognise in-house lawyers who have performed exceptionally well and who have contributed to promoting the understanding of the in-house lawyer’s role and value to the Danish business community.”

Anders Lavesen, partner and chairman
of the board of directors

“Today, Danish businesses have to cope with increased regulation and an increasing number of requirements. In-house legal departments or lawyers are therefore no longer confined to large international groups since even small businesses may need qualified legal assistance. The increasing number of in-house lawyers contributes to professionalising the Danish business community.”

Joachim Brøns, chairman of the Association
of In-House Lawyers and chairman of the
Award Committee

On 19 June 2015, the “In-House Lawyer of the Year” prize was awarded for the second time at a ceremony held at Kromann Reumert's office. The winner was the legal department of Novozymes. The prize was given by Anders Lavesen, partner and chairman of Kromann Reumert’s board of directors, to Mikkel Viltoft who is head of Novozymes’ legal team consisting of 12 lawyers and two secretaries. Having received the award, Mikkel Viltoft thanked Novozymes’ hard-working legal teams in Denmark, the USA and China.

In addition to the title as In-House Lawyer of the Year 2015, Novozymes’ legal team also received DKK 75,000 which they donated to Avocats Sans Frontieres (Lawyers Without Borders), an international organisation that works to promote due process of law and fundamental human rights.

ÅRETS
VIRKSOMHEDSJUR



VIRKSOMHEDSJURIST 2015

ÅRETS SANS FRONTIERES

DATO: 19/6-2015

KR. 75.000,-

Virksomhedsjurister

WE MAKE COMPLIANCE EASIER FOR DANISH BUSINESSES

In 2015, we established a new practice group that makes it easier for businesses to comply with international conventions, codes and ethical guidelines.

Maintaining a strong legal risk management and corporate compliance programme designed to prevent harmful or illegal conduct may sound simple, but most businesses find it a real challenge. That is why we introduced a new practice group in 2015 which helps our business clients stay abreast of events, pursue a proactive strategy, and comply with the increasingly complex regulation.

Today, multinationals often have thousands of employees, work with countless business partners and engage in a wide spectrum of activities in markets that in terms of culture and business ethics are very different from their home markets. Also, businesses have to navigate and compete in a world characterised by increased digitisation, access to big data and cloud solutions, and by significant regulatory variations globally.

“We help clients adopt a proactive risk management and compliance strategy, contribute with relevant management tools and advise on all aspects of laws, international conventions, codes and ethical guidelines which are relevant to the client’s business.”

Tina Brøgger Sørensen,
responsible partner



Globalisation and digitisation do not translate into corporate deregulation, however. Quite the contrary. Rules are tightened and fine levels increased so fast that it is hard to keep up. In addition, authorities increasingly cooperate across borders to enforce the regulations.

We provide general advice on legal risk management/enterprise risk management, including compliance policies and codes of conduct, compliance audits, personal data, identification of data flows and the coming EU regulation, whistleblower schemes, anti-corruption and internal investigations and crisis management.

DENMARK IS STILL THE WORLD'S LEAST CORRUPT COUNTRY

Each year, we assist Transparency International Denmark in its assessment of the Danish authorities' efforts to fight corruption. And again in 2015, Denmark could take pride in being the least corrupt country in the world.

Fighting corruption is an important part of our own work and the work we perform for our clients. With the growing internationalisation, an increasing number of our clients operate in regions where they have to deal with corruption.

Transparency International is one of the NGOs that are most active in fighting corruption and bribery all over the world.

Since we started cooperating with Transparency International Denmark, we have assisted the organisation in assessing the

Danish authorities' efforts to comply with the OECD Convention on Combating Bribery of Foreign Public Officials.

In Transparency International's most recent Corruption Perceptions Index (CPI), Denmark obtained a score of 91 out of 100. This makes Denmark the least corrupt country in the world. In comparison, North Korea, Somalia and Afghanistan are at the bottom with only eight points. CPI measures the perceived level of corruption in the public sector in 175 countries and territories on a scale from 0-100.

ICC ANTI-CORRUPTION COMMISSION

We cooperate with many Danish companies which have a broad global perspective. It is therefore important that we can continue putting anti-corruption on the agenda. We do that i.a. as member of the ICC Anti-Corruption Commission, a task group set up by the International Chamber of Commerce (ICC).

LOCATION	COUNTRY	2012	2013	2014	2015
1	Denmark	90	91	92	91
2	Finland	90	89	89	90
3	Sweden	88	89	87	89
4	New Zealand	90	91	91	88
5	The Netherlands	85	86	86	87
5	Norway	85	86	86	87

WE PARTICIPATE IN THE DEVELOPMENT OF DANISH BUSINESSES

We are responsible for contributing to the Danish business community - also other than through our advisory services. We therefore participate in a number of forums, committees, etc. where our expert knowledge contributes to growth and development.



Claus Juel Hansen, partner and member of the board of directors of the Association of Danish Lawyers

"There are many important issues to be addressed by the Association of Danish Lawyers, among them the need to ensure that the legal profession is constantly alert and able to meet the increasing demands of the business community and that our regulatory framework remains up-to-date, preserving the integrity and independence of Danish lawyers."



Marianne Philip, partner and chairman of the Danish Committee on Foundation Governance

"Commercial foundations play a key role in the Danish business sector. Not only do they own some of Denmark's largest enterprises, but many medium-sized enterprises also have commercial foundations as their principal shareholders. I can contribute to the work of improving the quality of directorships in many Danish businesses and thereby contribute to their growth and development."



Carsten Fode, partner at Kromann Reumert and adjunct professor at the School of Business and Social Sciences at Aarhus University.

"I am both happy and proud of being appointed as adjunct professor. It is a strong indication of a much closer cooperation between the university and practitioners like us. It also serves as a recognition that we, as practicing lawyers, can contribute academically."



Anders Stubbe Arndal, partner and Kromann Reumert's initiator of the Board Leadership Society in Denmark.

"Working as board member is a subject of growing interest as requirements have been increasing in recent years. We see our involvement as an opportunity to contribute to upgrading the work of Danish boards of directors. For this reason, we have together with CSB and EY developed a board training programme which is the best and most comprehensive programme offered in Denmark."





ONE YEAR WITH THE INDEPENDENT LEGAL THINK TANK JUSTITIA

When Kromann Reumert in 2014 invited the think tank Justitia to move into its premises in Nordhavn, the newly established think tank had not much of a history. One and a half years later, Justitia headed by Jacob Mchangama has become a reputable think tank that is hard to ignore.

In 2015, Justitia celebrated its one year birthday. Kromann Reumert made its premises available for the reception and the day was celebrated with business partners, sponsors and friends. And much has happened since Justitia took its first steps into the new premises - bringing no more than a computer, some books and a stuffed buzzard.

Its first report hit the headlines of the Danish paper Berlingske. A good start, Jacob Mchangama thought back then. After six years in the conservative-liberal think tank CEPOS, he established Justitia to create an independent organisation which has as its long-term ambition to promote the rule of law and fundamental human rights.

“Justitia is a group of enthusiasts who are passionate about what they do - and about the law. Just as we are.”

Arne Møllin Ottosen, managing partner

"If you look at Denmark, we live in a good and free country compared to other countries. But there is still a trend towards a gradual weakening of due process and of the rights of both citizens and businesses. In my view, we should not take it for granted that we live in a free democracy. In a historical context, these principles are relatively new and should therefore be protected. And that is what we try to do."

Jacob Mchangama, Director of Justitia

ber of analyses dealing with subjects such as civil rights, human rights, surveillance, litigation and due process of law. The analyses are intended to “move society in a direction where civil rights and fundamental human rights enjoy more respect” as stated on its website.

Since the beginning of 2016, Esben Cordes, assistant attorney at Kromann Reumert, has been seconded to Justitia.

"While my work so far has been to provide specific legal advice to clients, working for Justitia has changed my focus to be on decision-makers, the media and the public debate. I have worked with protection of civil rights, particularly in relation to tax law, and the principle of equal access to the courts."

Esben Cordes, assistant attorney,
seconded to Justitia



Since then, Justitia has been chosen as one of the best new think tanks in the world in 2015 by the University of Pennsylvanias Think Tank and Civil Societies Program. And it has published a large num-



Since September 2014, financial businesses have been required to give their employees access to report any suspected breach of the financial regulation through a so-called whistleblower scheme. Back then, Kromann Reumert developed software for reporting purposes and provided advice to a large number of financial businesses. We continued this work in 2015.

We assist financial businesses i.a. in obtaining the required HR and whistleblower permissions from the Danish Data Protection Agency, in drafting whistleblower policies and in implementing internal guidelines for the handling of disclosures.

Since we launched our whistleblower system, it has been put into operation by 29 financial businesses, including banks, insurance companies, pension funds and providers of paid subscription ser-

vices. The businesses have since then forwarded the disclosures received to Kromann Reumert which has acted as their trusted advisor.

In 2015 and at the beginning of 2016, we also hosted whistleblower events with more than 1,000 participants in both Aarhus and Copenhagen.

WE DEMAND CERTAIN STANDARDS OF OUR SUPPLIERS

We seek as far as possible to use suppliers that have adopted an ambitious CSR policy and/or meet the 10 UN Global Compact principles or similar principles. This applies both in relation to existing

and new suppliers, and we will continue giving weight to an ambitious CSR policy when choosing new suppliers.

WE CARE FOR YOUR EMPLOYEES

We not only ask our suppliers to ensure good working conditions; our own working conditions must also meet certain standards. Our working environment committee works continuously to improve our physical and mental working environment and to achieve a high degree of job satisfaction in Kromann Reumert. The representatives contribute with their knowledge of different working environment areas and the committee responds to inquiries and proposes joint solutions.

As part of the committee's work, we installed three defibrillators at the beginning of 2016 - two in Copenhagen and one in Aarhus. They are registered on the website hertestarter.dk and the one located in Copenhagen is accessible 24 hours a day. Further, many of our employees have attended first aid courses to enable them to help both colleagues and fellow citizens.

At Kromann Reumert we are also dedicated to protecting our employees' health. Our workstations are subjected to regular ergonomic checks and we offer our employees massage at favourable prices, flu vaccination and reimbursement of their expenses for computer glasses. We have extensive health insurance and offer membership of fitness centres at reduced prices.

We also give a high priority to our employees' professional and personal development. We offer a wide variety of in-house courses, home workstations for more than half of our employees and dialogue groups for our attorneys, assistant attorneys and secretaries. You can read more about our staff development efforts on page 17.

INTEGRATION OF THE 10 UN GLOBAL COMPACT PRINCIPLES



THE 10 UN GLOBAL COMPACT PRINCIPLES

HUMAN RIGHTS

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

LABOUR

- › Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- › Businesses should support the elimination of all forms of forced and compulsory labour.
- › Businesses should support the effective abolition of child labour.
- › Businesses should eliminate discrimination in respect of employment and occupation.

ENVIRONMENT

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

ANTI-CORRUPTION

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

KROMANN REUMERT'S ACTIVITIES

HUMAN RIGHTS

- › In-House Lawyer of the Year, page 28
- › We support Danmarks Indsamlingen, page 23
- › We support Justitia's work for human rights, page 35
- › Whistleblower schemes, page 37
- › We demand certain standards of our suppliers, page 37
- › We share The World's Best News, page 26
- › Pro bono: Children, young people and education, page 21
- › Pro bono partnerships, page 27

LABOUR

- › Adoption of advokatKODEKS, page 6
- › Staff development, page 17
- › Employees with an international mindset, page 14
- › Employees and working conditions, page 18
- › New talents, page 10

ENVIRONMENT

- › Environment and climate, page 41

ANTI-CORRUPTION

- › We make compliance easier for Danish businesses, page 30
- › We cooperate with Transparency International, page 31
- › We contribute to the development of the Danish business community, page 32
- › We are member of the ICC Anti-Corruption Commission, page 31





ENVIRONMENT AND CLIMATE

We are dedicated to maintaining our consumption at a reasonable level and to reducing it where needed. Back in 2014, our heat consumption reached a reasonable level and we have managed to continue reducing it, realising a 6 % saving this year compared to last year. We have also achieved a 6 % electricity reduction and maintained the same level of water consumption and CO2 emissions.



FOOD WASTE

At Kromann Reumert, our canteen has for a long time been paying attention to food waste. The kitchen staff in Aarhus and Copenhagen are working every day to eliminate food waste. In 2015, we started e.g. using smaller plates in our Aarhus canteen in order to reduce portions and the amount of food that is not eaten.

"In 2016, we will focus even more on food waste and the environment and draw up guidelines on measures to be taken by our kitchens to avoid food waste. We focus, among other things, on serving plated meals and dishes without meat on the buffet and on using the whole of the vegetable."

Trine Hardy, hospitality manager

Our water consumption has reached a reasonable level and remains constant. However, our volume of waste has gone up by 13 % compared to last year. We will therefore start looking into ways of reducing our waste and recycling more of it. We will do that by focusing on waste separation and elimination of food waste.



ELECTRICITY SAVING

We managed once again in 2015 to reduce our electricity consumption. A saving which is expected to be even bigger in 2016 where we will be replacing all light bulbs in the circulation areas at our Copenhagen office. At our office in Aarhus, we are also testing new light sources in order to reduce consumption. Finally, we will continue our cooperation during the last 5 years as climate partner with DONG.

LOWER HEAT CONSUMPTION

In 2013, we believed that our heat consumption had reached a reasonable level. Nevertheless, we had in 2014 achieved a saving of no less than 18 % and we also realised a saving in 2015 - this time the percentage was 6 %. There are several reasons for the declining heat consumption during recent years, including new radiator technology, new windows at our office in Aarhus and the fact that we sit closer in our office in Copenhagen.

KROMANN REUMERT BIKES TO WORK

In 2015, we participated once again in the national campaign "We bike to work". We do that in order to contribute to a cleaner environment and less traffic congestion and for health reasons. 123 employees supported the campaign by dropping the car and public transport and taking the bicycle instead. In the period, we rode a distance of 14,878 km in total.

ABOUT KROMANN REUMERT

Kromann Reumert is dedicated to providing the best legal services in the market. We are a knowledge-based firm and our product is inside the head of our employees who advise clients every day.

We are Denmark's preeminent law firm with offices in Copenhagen, Aarhus and London. We are approximately 470 employees, a little more than half of whom are lawyers. They specialise in a variety of legal areas and work every day to set the standard in the legal profession.

Kromann Reumert is a partner-owned firm. The partnership is based on the principle of equal sharing which ensures that we work together to achieve the best possible solution for our clients - no matter who they contact.

Kromann Reumert's history dates back to 1889, and we draw on our many years of experience every day when assisting some of Denmark's leading companies. Our mission is to provide val-

ue-adding solutions and advice with commitment and dedication, and we do that based on our values: spirited teamwork, quality, commercial understanding, and credibility. These values define us as a law firm and the services we offer to our clients every day.

INTERNATIONAL OUTLOOK

We have an international mindset with many clients in both Denmark and abroad. We have an extensive international network and are the only Danish member of the international organisation Lex Mundi, consisting of 160 of the world's leading independent law firms and offering the services of more than 20,000 lawyers. To our clients, it means that we have unique access to a range of specialists all over the world, allowing us to brief them on international trends that may affect Danish businesses.

ABOUT THE REPORT

This is Kromann Reumert's seventh CSR Report - and our seventh Communication on Progress (COP) to be submitted to the UN Global Compact once a year.

With this CSR report, we want to give our clients, employees and other stakeholders an understanding of Kromann Reumert and the way we work with CSR. The report focuses in particular on our pro-bono work which is an important part of our CSR work and which reflects our desire to do what we do best: providing legal advice.

We also describe our CSR work on the basis of the 10 UN Global Compact principles - see more on page 38.



