



WE SUPPORT

# UNITED NATIONS GLOBAL COMPACT

## REPORTING ON PROGRESS

### 2018

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LAW FIRM

# CEO STATEMENT

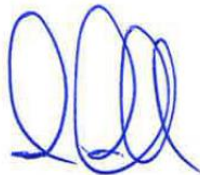
NJORD Law Firm has been a proud member of the United Nations Global Compact since 2016. When we joined the United Nations Global Compact, we incorporated the ten principles into our Code of Conduct. Therefore, the principles are a big part of our values and the way we run our business.

We are continuously working to uphold our existing initiatives taken the recent years, but we are also taking new actions to abide by the ten principles.

In 2016, we joined the Association of Danish Law Firms' codex (advokatKODEKS) and formulated NJORD Law Firm's Code of Conduct.

With this report, we are proud to reaffirm our commitment to the ten principles of the United Nations Global Compact initiative covering Human Rights, Labour, the Environment, and Anti-Corruption.

*2 August 2018*  
Lars Lokdam, managing partner, CEO



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# HUMAN RIGHTS

## PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

## PRINCIPLE 2

make sure that they are not complicit in human rights abuses.

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### ACTIONS:

- NJORD Law Firm safeguards diversity as it is one of our fundamental values. NJORD respects and acknowledges our employees' differences and the individual's identity. We see diversity in the composition of employees as our strength, as each employee enriches NJORD with his or her culture, experience, nationality, religion and sexuality.
- NJORD Law Firm takes digital and social responsibility. We fight for those whose voices are not heard in cases about digital criminal offences.
- Openness, respect and tolerance together with diversity are our core values, which is why we ensure a healthy and safe work environment, where discrimination, bullying and harassment are *not* tolerated.
- We want a healthy and attractive workplace, where physical and psychological well-being and safety are in focus. We are continuously working to maintain a good work environment, where employees can expect to be treated properly and respectfully by the management and colleagues.

### OUTCOMES

- We enforce our Human Resource Policy and employee satisfaction surveys to ensure that everyone can be happy at work.
- Since 2016, NJORD Law Firm has made a serious effort to combat and create attention to digital criminal offences in Denmark. We have worked pro bono and assisted in a number of cases within this field and worked with the government to tighten the minimum and maximum sentences for digital sexual offences, as well as worked to set higher compensations to the victims. Furthermore, NJORD Law Firm has participated in establishing the member association – Digitalt Ansvar – which is working for up-to-date legislation, effective investigation, better knowledge, data and purposeful education.

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# LABOUR

## PRINCIPLE 3

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

## PRINCIPLE 4

the elimination of all forms of forced and compulsory labour;

## PRINCIPLE 5

the effective abolition of child labour; and

## PRINCIPLE 6

the elimination of discrimination in respect of employment and occupation.

## ACTIONS:

- NJORD Law Firm ensures a safe and healthy work environment by continuously taking a number of measures for the improvement of the physical and psychological work environment.
- We set out to securing a good work life for everyone – and not just for employees in NJORD, but also for those who have difficulties in gaining a foothold in the Danish workforce.
- Employees at NJORD Law Firm have an influence on the development of the business. They participate in the strategy processes and continuously provide input to improvements and new initiatives.

## OUTCOMES

- We have an annual satisfaction survey, a workplace assessment (APV) every third year, regular job satisfaction surveys, and action plans to handle employees' stress, absence due to illness and occupational accidents.
- Every year, we take in multiple interns and trainees, and we have employees with salary subsidy with a view to full-time employment. We dare to see opportunities in new employees with special profiles.
- We offer our employees health insurance and a collective accident insurance in order to help the employees to a better life, if the damage has occurred.

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# ENVIRONMENT

## PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges;

## PRINCIPLE 8

undertake initiatives to promote greater environmental responsibility; and

## PRINCIPLE 9

encourage the development and diffusion of environmentally friendly technologies.

## ACTIONS:

- NJORD Law Firm contributes to a sustainable environment by making environmental savings and reductions.

## OUTCOMES

- NJORD Law Firm takes a number of measures for the improvement of the environment, such as reducing air travels by prioritizing international meetings in online meeting rooms, reducing waste in general and recycling, reducing the use of paper and printing, and reducing food waste by optimizing every purchase.
- NJORD Law Firm books hotel rooms through the sustainable Goodwings.com. Every booking made through Goodwings.com releases proceeds that go to charity.
- We have replaced plastic water bottles with cold tap water, which is available to employees and served at business meetings.
- We have a number of office bikes, which are used for transportation to meetings nearby in order to reduce short-distance driving.

# ANTI-CORRUPTION

## PRINCIPLE 10

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

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### ACTIONS:

- NJORD ensures a high ethical level.
- As a law firm, we are obliged to prevent money laundering and corruption.
- None of NJORD's employees give or receive undue advantages to or from Danish or international officials.

### OUTCOMES

- All employees have pledged to respect and abide by the rules of the Danish Bar and Law Society.
- NJORD Law Firm has drawn up a memorandum that specifies the demands pursuant to the Act on Measures to Prevent Money Laundering and Financing of Terrorism. All employees are obliged to observe the rules of this act and ensure to be updated on any changes and amendments.
- We have a policy on how to entertain clients and business partners internally and externally.
- In all cases including cross-border activities, we advise and recommend clauses to fight and prevent corruption.

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**NJORD**  
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NJORD Law Firm is a leading full-service law firm with a strong presence in the Nordic and Baltic Sea regions. NJORD has many years' experience in advising national and international clients, from multinationals to start-ups, taking pride in knowing our business and combining our knowledge with a deep understanding of the legal practice.

**One entry across borders.** We cover the Scandinavian countries, the Baltic states, and Germany with offices in Denmark, Estonia, Lithuania, and Latvia. To our clients, the right professional expertise means more than a postal address and a brass plate on a door.

**Expertise.** We cover legal and tax services within all corporate and commercial legal areas with an emphasis on cross-border M&A and intellectual property in the Nordic region.

**International culture and mindset.** Whether the assignment is a Danish transfer of business or a Pan-Nordic trademark protection, it will be solved with open-mindedness, regional span, and an international vision.

**Profound business sense and direct counselling.** We represent a broad practical experience, and we know very well that cases are not always solved in the best way behind a desk. We combine profound professional expertise with distinct and direct counselling in an intelligible language.

