

1 SEPTEMBER 2019

RÉTTUR - AÐALSTEINSSON & PARTNERS
COMMUNICATION ON PROGRESS TO THE UNITED NATIONS
GLOBAL COMPACT

Réttur Aðalsteinsson & Partners fifth annual report on the implementation of the United Nations ten global compact principles and sustainable development goals.



INTRODUCTION

As a responsible global citizen, Réttur has long been committed to environmentally, economically and socially sustainable practices. During the last 12 months, we remained dedicated and focused in our efforts to advance on our sustainable initiatives and the implementation of United Nation's ten global compact principles, which are deeply embedded in our culture and business operations.

We are therefore pleased to contribute our fifth communication on progress, highlighting some of the most positive steps taken during the reporting period in furtherance of our sustainability goals.

WHO ARE WE?

Réttur traces its origins back to 1969 when Ragnar Aðalsteinsson, one of Iceland's leading attorneys started his private practice in Reykjavík. Today, Ragnar's partners at Réttur include; Supreme Court Attorneys Sigríður Rut Júlíusdóttir, Sigurður Örn Hilmarsson as well as District Court Attorneys, Sigrún Ingibjörg Gísladóttir, Kári Hólmar Ragnarsson and Friðrik Ársælsson.

Réttur is internationally recognized for professionalism and the highest quality legal services and is ranked as a top-tier firm by The Legal 500. Réttur has received national recognition on numerous occasions as one of Iceland's leading companies in terms of its strength and stability, including from Creditinfo, the Icelandic Financial News (*Icel. Viðsiptablaðið*) and Keldan.

WHAT WE DO AND WHO WE HELP

At Réttur we pride ourselves in employing highly qualified professionals who are dedicated to the rule of law and serving their community. Our attorneys have extensive experience in litigation and have worked on complex cases in numerous areas of law. The firm remains true to the philosophy Ragnar Adalsteinsson, the firm's senior partner started with; giving members of the public a fair chance to pursue their rights. We therefore work for companies and individuals alike.

Our main areas of expertise include; human rights law, immigration and refugee law litigation, copyright law, constitutional law, property rights law, insolvency law, tort law, competition law, company law and contract law.

For decades Réttur has worked in close cooperation with our highly knowledgeable counterparts in Scandinavia, the UK, Germany and the United States to provide our clients with appropriate advice regarding their legal situation in the respective country or region.

BACKGROUND INFORMATION

| | |
|---------------------|---|
| Company Name | Réttur- Aðalsteinsson & Partners ehf. |
| Address | Klapparstígur 25-27, 101 Reykjavík. |
| Telephone/website | +354-511-1206/ www.rettur.is |
| Number of Employees | 12 |

ABOUT THIS DOCUMENT

Réttur has been a participant of the United Nations Global Compact since 2014.

Réttur is reporting according to the UN Global Compact “GC Active level” and describes herein how it implements the United Nations ten global compact principles and sustainable development goals.



This document furthermore includes a letter from our CEO and Senior Partner, Ragnar Aðalsteinsson, Supreme Court Attorney, reaffirming our continued support for the United Nations Global Compact ten principles and Sustainable Development Goals (SDGs).

“As a global citizen, Réttur - Aðalsteinsson & Partners firmly believes that advancing on our sustainability practices is essential to our growth and longevity. We have therefore continued to take steps throughout the reporting period, 2018-2019, with the aim to further integrate the ten principles of the UN Global Compact into our business strategy, culture and operations.”

Yours sincerely,

Ragnar Aðalsteinsson
Senior Partner, CEO
Réttur - Aðalsteinsson & Partners

IMPLEMENTING THE TEN PRINCIPLES INTO STRATEGIES AND OPERATIONS

I. HUMAN RIGHTS- PRINCIPLES 1 AND 2

- Businesses should support and respect the protection of internationally proclaimed human rights
- Make sure that they are not complicit in human rights abuse
- Measurement of Outcome

As a leading law firm in the practice of human rights law in Iceland, we pride ourselves in supporting, respecting and protecting the human rights of all persons. Throughout the reporting period, we continued our work to advance these practices, both within our own organisation and the community at large. Recognising that the very nature of our operation is guided by the respect for human rights, we continued throughout the reporting period to proudly demonstrate our support and demand for the highest human rights standards for all citizens. We furthermore remained non-complicit with any form of human rights abuse by utilizing every resource at our disposal.

In advancing these objectives, throughout the period we continued to improve our efforts to integrate and disseminate the global compact principles and its sustainable goals in all areas of our operations and business strategy. In so doing, we placed significant focus on the enhancement of our best practices, in particular, how we contribute to the development of the best human rights standards in Iceland, regionally and internationally. Our main method of execution is employed both inside and outside the court room.

Inside the court room, we utilize our knowledge of the law to bring suits against entities (governmental and non-governmental) and individuals found to be in violation of human rights law. During the period we successfully litigated in a number of cases, ranging from alleged violation of the right to freedom of speech, freedom of the press, non-discrimination, right to fair trial, the right to privacy, home and family life, as well as the right to protection from torture, and inhuman or degrading treatment or punishment.

Outside the court room, we continued to set an example within our own organization and community at large, by demonstrating our respect for the relevant laws and

regulations governing human rights in Iceland, advocating for legislative and policy changes affecting human rights, encouragement and support for the active participation of our employees in all initiatives aimed at protecting human rights as well as maintaining and enhancing knowledge in the field. For each action, we measure the outcome, by identifying areas of success and areas for improvement.

A. Highlights from our main activities during 2018-2019

i. Réttur's efforts to improve human rights legislation and policies

Sustainable Development Goals numbers 5 and 10 call for gender equality and reduced inequalities in the world. In support of these goals, our objective remains clear, i.e.



utilize every resource at our disposal, inside and outside the courtroom, including engaging in public discourse on non-discrimination to advance them.



During the period, we continued our efforts to influence legal and policy reforms affecting human rights in Iceland and have made various submissions to the Parliament in respect of bills or amendments to existing laws.

For this reporting period our team submitted commentary to now parliamentary bill, 1334- which proposes changes to the Act on Foreigners no 80/2016. In Réttur's view this bill, if passed into law, could have a negative impact on the rights of applicants of international protection to fair trial within the meaning of Article 6 of the European Convention on Human Rights cf. Article 70 of the Constitution of Iceland no. 33/1944. The bill proposes, inter alia, a new and narrow definition of the term "repeated application" as well as outlines the procedure under which such applications will be treated.

In addition, Réttur submitted commentary to the bill proposed by the Ministry of Justice case no. S-49/2019 for amendment to the Act on Icelandic Citizenship no. 100/1952, to abolish the right of Althingi to grant citizenship and stricter eligibility requirements. This bill as at the time of the drafting of this report, had not yet been submitted to Althingi.

In addition to the foregoing, the firm undertook to challenge the legality of regulation no 276/2018, passed by the Ministry of Justice, amending regulation no 540/2017 on Foreigners. The firm's position is that the regulation is incompatible with Article 36 section 2 of the Act on Foreigners no 80/2016 which prescribes in what circumstances the Icelandic government is obligated to carry out substantive review of an application for international protection in Iceland. A test case was heard by the Reykjavik District Court on 22 August 2019, and the Court's ruling is pending.

ii. Ragnar Aðalsteinsson received the Order of the Falcon

Ragnar has long dedicated his life to the protection and advancement of human rights standards in Iceland.

His contribution to the development of human rights in Iceland is beyond reproach and he is admired by his colleagues and the community at large. Ragnar's career spans more than half a century and he has litigated in a number of landmark human rights cases in Iceland, which has been the subject of much public discussion and legislative changes.



On 1 January 2019, Ragnar Aðalsteinsson received the Order of the Falcon (*icel. fálkaorða*), which is an award and highest recognition granted by the president of Iceland, for his contribution to humanity and human rights in Iceland as well as around the world.

iii. Immigrant issues and the Metoo movement

As with the previous year, we continued our efforts to improve the rights of women and immigrants. Our method includes but is not limited to direct and indirect communication with the government, highlighting the need for policy reform, which entails a broader approach to addressing equality issues in Iceland, given the vulnerable position of other groups, including but not limited to women of foreign origin. In 2017, during the MeToo campaign, women of foreign origin revealed extreme levels of sexual harassment and violence toward them, within their homes and workplace. These testimonies made clear that there were significant differences

in the levels of these women's experience of harassment when compared to the experiences of native women. For this period our focus has been on examining minority women's access to justice. Not only did these testimonies reveal the different levels of harassment experienced by minority women in Iceland, but they also highlighted their experiences on their access to justice. Some of the contributing factors that affect access to justice include, fears, cultural beliefs, integrating obstacles and even systematic barriers.

In furtherance of our work in this area, one member of our team has been invited by the Institute for Gender, Equality and Difference (RIKK) to give a talk entitled "Access to Justice: Women of Foreign Origin in Iceland" at an upcoming conference about #MeToo to be held on 15-17 September 2019. The conference is co-hosted by the Icelandic government and the Nordic Council of Ministers, in collaboration with RIKK - Institute for Gender, Equality and Difference, University of Iceland.

During the local government elections in Reykjavík in spring of 2018, one member of our team was elected as the spokeswoman for immigration issues on behalf of candidates of the Independence Party. In this role, our teammate has submitted several proposals to the Reykjavik City Council in support of improving immigrant rights in the city. One such proposal, with the aim to improve education of children in Reykjavik elementary schools with Icelandic as a second language was recently approved by the City Council.

On 6 June 2018, we received a grant from the Immigrant Development Fund to conduct a research on the, "The Equal treatment of immigrants on the labour market: Possibilities for employment within the public sector as qualified professionals." As work on this research continues and we have expanded our cooperation with various institutions in Iceland, including the Directorate of Health, Enic/Naric, Iðan education centre as well as the Directorate of Education, National Registry of Iceland, who have all provided vital statistical information on the assessment procedure and recognition of immigrant education. We intend to publish our findings in mid-October 2019.

iv. Continued cooperation with the Icelandic Bar Association

During the reporting period, Réttur continued to encourage and fully support other voluntary contributions by our team members to the human rights initiatives of both governmental and non-governmental entities both in Iceland and abroad.

As with the previous year, we continued our efforts to increase cooperation between our firm and the Icelandic Bar Association. One member of our team has been elected to the association's working group on #Metoo. The working group has been tasked with conducting a survey on sexual harassments and gender discrimination among the association's members as well as propose recommendations for change. In addition, the working group has been tasked with recommending complaints of serious violations to the Association's judicial committee for review and deliberation.

Further to the foregoing, another member of our team was nominated by the Bar Association to sit on the board of the Human Rights Institute of Iceland.

At the last annual general meeting of the Icelandic Bar Association, held on 22 May 2019, one member of our team was elected as a substitute member and secretary of the Board.

v. The rehearing of the historical Guðmundur and Geirfinnur case

As reported in last our communication on progress members of our team argued one of the most controversial public cases in Iceland's history. The case concerns the Supreme Court of Iceland's ruling in the case concerning the disappearance and assumed murder of Gudmundur and Geirfinnur in 1974 and the conviction of six individuals in 1980. Ever since the convictions, there have been loud voices that the case involved coerced confessions and other serious breaches of the defendants' fundamental rights and there is a general consensus in society about a real doubt as to whether those who were convicted in the case had anything to do with the disappearances. Ragnar Adalsteinsson, the firm's Senior Partner, never gave up on the case, since his first attempt in 1997 to have it reheard. Following an official investigation in 2013, the Ministry of Interior's Rehearing Committee concluded in February 2017 that the case shall be reheard by the Supreme Court. Leading the charge in these proceedings is Ragnar Aðalsteinsson, who argued successfully for the rehearing of the case, *inter alia*, on the grounds that the human rights of the convicted were violated by the authorities during the initial proceedings.

On 27 September 2018, the Supreme Court of Iceland cleared six of the accused individuals in the case of all charges and overturned their convictions. Two of the formally convicted have since passed away.

Unlike the cases of six of the individuals that were reopened and later acquitted, the case of Erla Bolladóttir, who was accused and convicted for perjury, was not reopened.

At the request of the Prime Minister of Iceland, Katrín Jakobsdóttir, the case is currently being reviewed by the Ministry of Justice.

Ragnar continues his work on the case, as the accused are now entitled to claim damages from the State of Iceland for their wrongful conviction.

A documentary about the case entitled “Out of thin air” was released in the spring of 2017 on Netflix. In addition, a four-part docuseries on the case, Skandall “Scandal” premiered on local broadcasting network, Síminn Premium TV in April 2019.

vi. The right of a disabled person to due process, non-discrimination and access to parenting role



During the period members of our team litigated in a landmark case concerning a disabled person ‘s right *inter alia* to, due process, non-discrimination and access to the parenting role. The suit was filed against the Government Agency for Child Protection (*icel. Barnaverndarstofa*), who rejected the application of Ms. Freyja Hardardottir, 30-year-old woman with *osteogenesis imperfecta*, to become a foster parent on

the grounds of her disability. Our team members represented Ms. Hardardottir, citing a number of human rights violations both under the

Icelandic Constitution and international human rights conventions, including the European Convention on Human Rights, the Convention on the Rights of Persons with Disabilities (CRPD). The Reykjavík District Court found in favor of the Government Agency for Child Protection.

Ms. Hardardottir successfully appealed the case to the Court of Appeal (*icel. Landsréttur*). The Government Agency for Child Protection has since been appealed case to the Supreme Court of Iceland. In the view of the Supreme Court, this case is of significant public and constitutional importance, and deems it necessary for the Court to deliberate upon. The date of the hearing is pending.

vii. Challenging the State of Iceland before the European Court of Human Rights (Right to fair trial- Domestic Abuse)



Photo credit: Firnindi ehf.
(Ms. Walker supporters accompanied her to gates to prison in Iceland in February.)

During the period our team undertook a very controversial case where the defendant, Nara Walker, an Australian citizen was sentenced to prison for biting off a part of her husband's tongue. Although Ms. Walker has maintained throughout that she is a victim of domestic violence, who only acted in self-defence, she was found guilty of assault and sentenced to 12 -months in prison with

nine months suspended and three months of community service. Ms. Walker appealed that decision of the lower court to the Supreme Court which upgraded her three-month community service to maximum security imprisonment.

Our team has now challenged that ruling before the European Court of Human Rights, citing violations of the European Convention on Human Rights, inter alia, Article 6 on the right to fair trial, Article 8 on the right to respect for private and family life and home as well as Article 14 on non-discrimination.

As of June 2019, the European Court of Human Rights has agreed to review the case on its merits and has commenced communication with the Icelandic government about the case.

viii. *Iceland's first whistle-blower case: The Klaustur MPs Scandal*



Photo: Davíð Þór @Stundin

During the period our team successfully litigated against four ministers of parliament, Bergþór Ólason, Gunnar Bragi Sveinsson, Sigmundur Davíð Gunnlaugsson and Anna Kolbrún Árnadóttir, all from the Centre Party, who, along with two other MPs were recorded by our client, Bára Halldórsdóttir, in November 2018, speaking

abusively about their female colleagues and others at the local Klaustur Bar. The recordings were used by several local media which sparked national outrage and weeks of public discussion, about acceptable conduct from elected officials, protection for whistle-blower as well as calls for the MPs resignations.

The MPs took legal action against Ms. Halldórsdóttir contending, inter alia, that they had a reasonable expectation that they could have their conversation without being listened in on or recorded. The MPs petitioned the Court for evidence on Ms. Halldórsdóttir, to support their claim that she employed spy tactics during her recording of their conversation.

The MPs' claims were rejected both by the lower court and the Appellate Court (*icel. Landsréttur*).

The MPs also lodged a complaint with the Data Protection Authority (DPA) citing a violation of their right to privacy. The DPA rendered its decision in May 2019 that Ms. Halldórsdóttir's action constitutes electronic surveillance within the meaning of EU legislation on the processing of personal data. The DPA however decided against fining Ms. Halldórsdóttir given that there were no evidence of collusion, as had been contended by the MPs and in light of her position that she considered the MPs conduct, as elected officials, to be of significant public interest and importance and warranted discussion on how public officials should behave. The DPA ordered Ms. Halldórsdóttir to delete the recordings and submit a statement to the DPA confirming this.

ix. Continued cooperation with law schools in Iceland and contribution to education



In advancing our efforts in support of sustainable development goal number 4, on quality education, as with the previous year, our team of professional and knowledgeable attorneys in human rights and constitutional law, undertook various active roles as adjunct professors and taught courses at law schools and universities, namely Bifröst University , University of Iceland, Reykjavik University and the University of Akureyri.

Our team members also delivered guest lectures and public lectures at the same universities, including a lecture hosted by the School of Business at the University of Iceland in February 2019, entitled “Race and Ethnicity in the Workplace in Iceland”, taught a “Refresher course in Jurisprudence” and “Refresher course in Legal Procedure in criminal cases” at the University of Reykjavík, taught constitutional law at the University of Reykjavík and held a lecture on the basics of human rights law for all 1st year students in health science as well as European Union law at the University of Iceland.

In addition, one member of our team was invited in December 2018 to join the faculty at the United Nations University for Gender Equality Studies and Training Programme (UNU-GEST) as a lecturer. The lectures focus on Gender, Labor and Migration.

During the period Réttur continued its support for the Project Girls, for girls in Iceland. Project Girls is a mentorship program originating in Harvard for young girls between the ages 18-25. One our team members and mentor, is responsible for establishing the project in Iceland alongside the project manager in Harvard Kennedy School.

In addition, we continue to provide financial support to employees, to the extent possible, for participation in continued education programs and research initiatives.

x. Lectures, symposiums and other activities

As with the previous reporting year, members of our team organized and participated in various seminars and symposium both in Iceland and in international forums where they discussed human rights issues as well as constitutional developments in Iceland. These include:

- 24 October 2019- One member of our team delivered remarks at the annual Women’s Strike (*icel. kvinnafri*), which is an organised protest against gender inequity in the workplace both. According to the information from Iceland Statistics, the average wages of women in Iceland are only 74% of the average wages of men. This means that women are paid 26% less on average than men. In consequence, working women in Iceland will have earned their wages after only 5 hours and 55 minutes, in an average 8 hours workday, and are stop being paid for their work at 2:55 p.m, if work commences at 9 am.
- 7 March 2019- One member of our team delivered remarks and participated in panel discussion at the event “Her Voice” (*icel. Hennar rödd*) in honor of the International Women’s Day. The aim of the discussion was to give migrant women an opportunity to discuss, in their own words, issues that affect women of foreign origin in Iceland and propose recommendation for change.

B. Pro bono work and other voluntary contributions



During the year 2018, we have seen a significant and positive shift in the processing of legal aid applications from applicants of international protection by the Legal Aid Committee continued. While we are uncertain of what caused this shift, we attribute this somewhat to two reports delivered by the working groups appointed by the Bar Association in 2017 and 2018 pointing out the difficulty experienced by applicants of international protection to be granted legal aid and thereby ensuring their right to access to court. As a result of this change, by the Legal Aid Committee to grant more applicants of international protection legal aid, their access to court to challenge a negative final decision at the judicial level has been partly restored. We will continue to monitor this progress and point out areas of improvement where necessary.

Not all cases are granted legal aid, so Réttur has continued its work in defending the human rights of immigrants and asylum seekers against the Icelandic authority on a pro bono basis. We also offered more pro-bono services to applicants of international protection at the administrative level than the previous year.

We furthermore continued our pro-bono efforts in other fields. As with the previous year, a significant portion of these cases were in the field of criminal justice, as the team brought several tort cases for unlawful arrests, unlawful deportation cases and

alleged police brutality. Another important area has been the right to privacy, family life and opinions, the team having taken on cases concerning the right to non-intervention of the government into these spheres of freedoms.

At present, Réttur has undertaken a class action suit to be brought by the Education and Counseling Center for Survivors of Sexual Abuse and Violence (Stígamót) against the State of Iceland before the European Court of Human Rights. This will be done on a partially pro bono basis.

The suit concerns the decision by the Icelandic police and prosecutors to decline to prosecute and drop cases involving alleged victims of rape. According to Stígamót in 2018 alone 250 women sought assistance from the Center for rape as well as a large number of other women for other violent crimes. Stígamót contends that the police and the prosecutors decline prosecution in 89% of rape cases, even though only 10% of the women who seek assistance from the Center actually file formal charges. Stígamót contends that on average only 6.75% of rape cases have reached the district court in the last 20 years and that there seems to be some imbalance in the justice system that needs to be addressed.

Sustainable Development Goal number 16 calls for peace, justice and strong institutions. In support of this goal, we believe it is imperative that we bring this suit to the European Court of Human Rights on behalf of Stígamót and victims of rape.

During the period, we continued our work as members of various committees dealing with human rights issues, which include, re-election for a seat on the Representative Council of SOS- Children's Village Iceland. Another member of our team was elected as board member of The Icelandic Save the Children and the organisations law committee. Furthermore, our team was elected as a substitute member of the Icelandic Student Loan Fund.

As with the previous years, our team members continue to garner recognition for their valuable contributions to the development of human rights in Iceland and have been invited on various occasions by local medias and international media to give their views from a legal standpoint where public discourse concerns potential human rights violations.

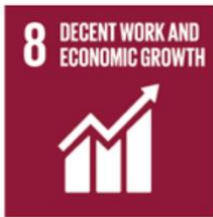
II. LABOUR STANDARDS- PRINCIPLES 3-6

- Businesses should uphold freedom of association & effective recognition of the right to collective bargaining
- The elimination of all forms of forced and compulsory labour
- The effective abolition of child labour
- Eliminate discrimination in respect of employment and occupation
- Measurement of Outcome

A. *Our internal policy on labour standards*



At Réttur - Aðalsteinsson & Partners, we remain steadfast in our belief that to ensure the highest labour standards within our community, we must start at home. We strive to align our internal work policy with sustainable development goal numbers 3 and 8, which call for good health and well-being as well as decent work and economic growth.



Thus, we continue during the period to improve on these policies, which are designed to guarantee an equitable and respectful working environment for all our employees. This position and commitment remain unchanged during the reporting period, and we have taken even further steps to ensure our compliance with current labour laws and policies aimed at non-violation of our employees' rights. It is our belief that maintaining the highest labour standards provides our company with new opportunities and responsibilities that we continue to readily explore.

Essential to our objective to guarantee for our employees the highest labour standards, in line with sustainable development goal number 3, we continue to promote teamwork, good health and wellness, welcome diversity among our employees and hold equality as well as the respect for family life at a high standard.

Our company continues to encourage healthy lifestyle, with a focus on both good mental and physical health. In support of that initiative, we offer reimbursement of a fraction of gym memberships of our employees' choice as well as offer free access to gym that the firm partners with. We furthermore support and encourage our staff to take active part in sport events and exercises, such as cycletons, marathons etc.

Réttur recognises its responsibility to ensure a healthy working environment for all members of staff and will continue to take the necessary steps in adherence of that responsibility.

We also guarantee our employees' rights to compulsory and non-compulsory benefits which include, paid parental leave, paid leisure, paid scheduled family-oriented leisure activities, year-end bonuses as well as annual appreciation items.

Further, we are committed to ensuring that all our employees have the right to freely join associations and undertake collective bargaining.

In addition to the above, members of our team continued cooperation with the World Bank Group, providing a report on "Doing Business in Iceland, 2019 and 2020"

While our practices are compatible with various sustainable development goals, we recognise that we need to improve in some areas, such as our partnership goals. Our mission for the next reporting period is to continue to improve on these initiatives and further integrate the United Nation Sustainable Standards into our everyday operations.

i. Our team members' contribution to our labour standards

At Réttur - Aðalsteinsson & Partners we continue to foster inclusion and employees are guaranteed a work environment free of any form of discrimination based on gender, race, gender identity, origin, background, religion, marital status, sexual orientation, disability or age. Our team is comprised of 12 members from various legal and cultural background.

Our policy is to ensure equality with respect to recruitment, promotion and work conditions within our organisation.

Although we have made changes to our workforce, it continues to be small, which also continues to create a unique opportunity for employees, who each have an opportunity to influence and structure the company's policy in terms of our sustainability efforts. We continue to adhere to our anti-bullying policy, which was introduced in 2017 with the aim of ensuring that every member of our team feels safe and free from any form of discrimination. Réttur - Aðalsteinsson & Partners also permits flexible working hours as well as remote work whenever feasible.

While we continue to be ambitious in our aim to provide the best labour standards, we recognize that we cannot achieve this objective alone. We therefore continue to encourage active communication with employees in respect of work conditions and or any other work-related concerns. At Réttur - Aðalsteinsson & Partners, we regularly consult with employees on operational changes and or any internal decisions. We therefore welcome suggestions from our employees aimed at achieving this objective.

It is noted that in 2018 a report was published by the Bar Association finding that majority of attorneys do not feel that they are incapable of coordinating family life with work. The report concluded that 90% of attorneys in Iceland experience work related stress at 50% do not see practicing law as a future profession. The Bar Association has attributed this conclusion to several contributing factors and has made a commitment to addressing this issue.

Although Réttur considers itself a family-oriented company and endeavours ensure that the respect for family life remains a high priority in our company, we also recognise that there is always room for improvement as well as factors beyond our control. Our aim for 2019-2020 is to continue to improve our corporate culture. We believe that improving on our firm's best practices is vital for our firm's outstanding reputation and continued success.

B. Our internship program

Our firm has a long-standing relationship with the law departments of Reykjavik University and University of Iceland and have through internship programs invited law students to work at our firm as paralegals.

As with the previous years, during the reporting period, we invited qualified law students to work at our firm, with the aim of providing them with valuable legal training and experience in our main practice areas.

This period, we welcomed three students to intern at our firm for one month, two students from Reykjavík University and one from the University of Iceland. In addition, we welcomed for the first time an international doctoral student from the University of Heidelberg in Germany to intern at the firm for three months.

For the next reporting period we aim to expand our partnership with international law schools and invite law students from other countries to intern at our firm.

III. ENVIRONMENT- PRINCIPLES 7-9

- Businesses should support a precautionary approach to environmental challenges
- Undertake initiatives to promote greater environmental responsibility
- Encourage the development and diffusion of environmentally friendly technologies
- Measurement of Outcome



As reported in the last period, we adopted a more comprehensive environmental policy, with our “Green our Office” agenda, the aim of which is to improve on our eco-friendly initiatives within the office and significantly minimize our operational footprint. Our policy has now been fully implemented and we are well on the way to meet our targeted goals. In spite these efforts, we recognise that further steps must be taken on our part in support of sustainable development goal number 13. Under our current policy we have increased our green purchasing, minimize waste and their disposal, increased our recycling efforts, minimized energy use and further increase awareness among our staff and stakeholders on environmentally friendly practices. For the next period, we intend to take even further steps to play our part in combating climate change.

As with the previous reporting periods we continued our efforts to encourage environmentally responsible and friendly behaviour among our employees by offering incentives, such as commuter stipends for use of public transport. As with the previous year, we are pleased to report that more of our employees used public transport during the reporting period. During this period, we have seen an increase in the number of employees who opted for other pollution-free modes of transport, by cycling or walking to work.

In accordance with our environmental policy, we continued to discourage the use of disposable food and drink containers, and refrain from offering clients bottled beverages.

As reported in the last period, we invested in online filing systems in an effort to significantly reduce the use of paper. In addition, we continue to discourage printing

unless strictly necessary and as well utilized to larger extent double side printing. At present we only use eco-friendly paper provided by eco-friendly suppliers and will increase those efforts under our green our office agenda.

We continued use of the more environmentally friendly calibri light font during our correspondence, which results in a decrease of print ink usage. We furthermore continued our efforts to rely solely on eco-friendly products for office use, such as stationary and other supplies. This has result in a notable decrease in our spending on office materials and.

We proudly continued these practices during this reporting period and have seen a steady decline in related expenditure as well as our carbon footprint. We have also utilized to an even greater extent electronic invoicing to clients as well as the safe storage and disposal of toxic wastes. Our goal for the next reporting period is to adhere to the responsibilities outlined in our green our office policy.

Members of our team have employed more sustainable consumption and production practices in line with sustainable development goal number 12 as well as other environmentally friendly practices outside the office, which we encourage and fully support. Such practices include, growing own vegetables in community gardens, recycling, taking steps to raise awareness about food waste and its reduction, choosing to a larger extent local food product as well as participating in environmentally friendly community projects organised by residence such plogging.

IV. ANTI-CORRUPTION- PRINCIPLE 10

- **Businesses should work against all forms of corruption, including extortion and bribery**
- **Measurement of Outcome**

As with the previous years, we remain dedicated to our commitment to work against all forms of corruption. At Réttur Aðalsteinsson & Partners, we have a zero-tolerance policy for any form of corruption, which applies in our own organisation, to our stakeholders as well as our clients. Recognizing our position within the community, as officers of the court who are held to a high legal and ethical standard, we continue to strive to provide the best quality legal services to our clients in full compliance with all applicable laws, including but not limited to laws on anti- corruption and the Attorney's Code of Ethics.