

The image features a silhouette of a city skyline against a sunset sky. The sun is low on the horizon, casting a warm glow. The skyline includes various buildings, including a prominent tower with a cross on top. The text 'NJORD' is written in large, bold, white capital letters, and 'LAW FIRM' is written in smaller, white capital letters below it.

NJORD

LAW FIRM

UN GLOBAL COMPACT 2020

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WHAT WE DO

WE WORK

as problem solvers for private and business clients, nationally and internationally

WE SPECIALIZE

in more than 30 areas of expertise

WE SPEAK, THINK AND COOPERATE

in more than 25 languages

WE COMBINE EXPERTISE & PRACTICAL EXPERIENCE

with customized counselling – in plain language



WHO WE ARE

215 EMPLOYEES

in Denmark and the Baltics

20 NATIONALITIES

with a strong worldwide network

FOUR COUNTRIES

Denmark, Estonia, Latvia, and Lithuania

FIVE OFFICES

Aarhus, Copenhagen, Riga, Tallinn, and Vilnius

109 LAWYERS

in Denmark and the Baltics

60 % WOMEN

40 % men

38 YEARS

is the average age of all the lawyers

52 YEARS

is the average age of the equity partners



OUR BUSINESS FUNDAMENTALS

INTERNATIONAL

NJORD strives to be regarded by our clients and the market as the leading international and Nordic law firm widely recognised for providing professional and value-creating solutions to our clients.

OPENNESS

Our organisational structure is flat, ensuring easy access to decision-making processes and maximum influence. This results in a strong sense of community and commitment among employees and has made NJORD a popular and valued place of work.

STRONG CORE

Our employees make up our business. Therefore, their well-being and the working environment is a high priority.

MOVEMENT

We are not afraid to ask questions and challenge. We focus on expanding and developing our consultancy in sectors where regulation affects the activities of our clients.



WHAT WE BELIEVE IN

SOCIAL RESPONSIBILITY

Whoever has the ability and the opportunity also has the duty. As a law firm, we have a voice in society – it is imperative that we use it wisely to influence society in a positive direction.

DIVERSITY

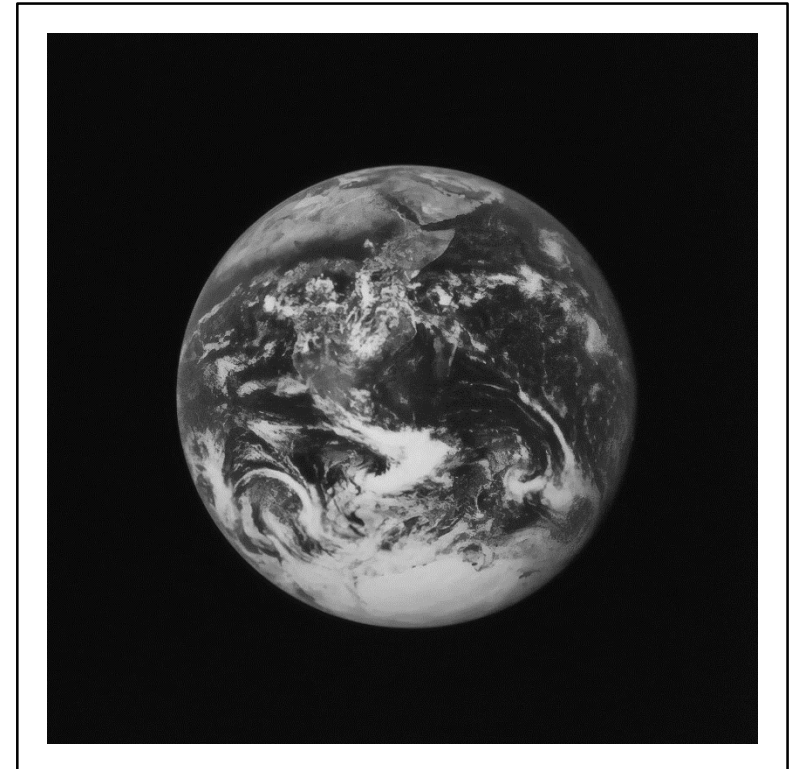
We believe that diversity is a must and a strength. Therefore we invest in internationalization, minorities and inclusion. Our diversity makes us strong together.

PRO BONO

We support Digital Responsibility (Digitalt Ansvar), Repair Café, Unconventional Ventures, Red barnet, Danish Cancer Society, Amnesty International, Turkish migrants, Association of Danish churches, Danchurchaid & UN Women.

CO₂-NEUTRAL

Since 2018, we have been tracking our carbon footprint and compensating through climate investments. Certified by IHS Markit, NJORD is the first CO₂-neutral law firm in Denmark.



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.

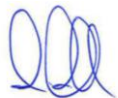
We are continuously working to uphold our existing initiatives taken the recent years, but we are also taking new actions to abide by the ten principles. At NJORD we take pride in being a company that cares. As a law firm, we have a voice in society – it is imperative that we use it wisely to influence society in a positive direction.

In 2016, we joined the Association of Danish Law Firms' codex (advokatKODEKS) and formulated NJORD Law Firm's Code of Conduct. In 2018 NJORD received the Danish AdvokatKODEKS award for our efforts against digital offenses, which shows that the industry supports the project and our hard work. Since 2018, we also have been tracking our carbon footprint and compensating through climate investments. Certified by IHS Markit, NJORD is the first CO₂-neutral law firm in Denmark.

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.

30 April 2020

Lars Lokdam, managing partner, CEO





HUMAN RIGHTS

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 experience.
- At NJORD there are 60% women and 40% men. Our focus is to develop and support a diverse workplace where everyone is welcome regardless of gender, marital status, ethnic origin, sexual orientation, religion, disability or age.
- 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.

DIGITAL RESPONSIBILITY

NJORD Law Firm takes digital and social responsibility. We fight for those whose voices are not heard in cases about digital criminal offences.

OUR LEGAL WORK MAKES A DIFFERENCE

Therefore we feel an obligation to act.

LEGAL JUSTICE ON THE AGENDA

Over the last few years, all established media in the country – both tv, radio and newspapers – have followed NJORD's work to combat digital violations. This recently resulted in a three-part documentary by the Danish Broadcasting Corporation (DR).

WATCH THE DOCUMENTARY

DR



HUMAN RIGHTS

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. In 2018 NJORD received the Danish AdvokatKODEKS award for our efforts against digital offenses.
- We have achieved increased maximum penalties and tort for digital sexual violations, an increased focus by the police and the digital platforms on digital violations and now see a serious tendency towards a change in digital behavior.

“It does not make much of a difference to say that you are not allowed to share pictures without consent if the actual sharing has no consequences. The legislation then is but a hollow shell. We must show that the legal system works by ensuring that digital violations also have consequences.”

– Miriam Michaelsen,
partner at NJORD Law Firm and lawyer in more
than 30 cases of digital infringements





LABOUR

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.



ENVIRONMENT

ACTIONS

- NJORD Law Firm contributes to a sustainable environment by making environmental savings and reductions.
- At NJORD we work actively to reduce the use of plastic and if possible we buy office supplies that are made of recycled materials
- 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 has become carbon neutral certified, as one of the first law firms in Denmark.

OUTCOMES

- We work with suppliers who have ambitious CSR policies. When investing in products and services, it is always a priority that the production is environmentally friendly, organic and that the product is durable and of high quality. Hotel bookings are booked through Goodwings whereby the profits go to charity around the world.
- We have replaced plastic bottles by tap water, which is served at meetings and for employees.
- Recently we introduced a new approach to the handling of waste to reduce output by 500 plastic bags per week.
- At our offices, bicycles are available, so that our attorneys can transport themselves quickly and sustainably to court hearings, trials, and meetings throughout the city.
- All PCs at our offices use a special power-saving program reducing the power consumption to an absolute minimum when we are not working.



ANTI-CORRUPTION

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

**DETERMINED
TO MAKE CHANGES
THROUGH OUR LEGAL WORK**



NJORD
LAW FIRM

