



**AKLEGAL**

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ADWOKACI I RADCOWIE PRAWNI

**PREMIUM LEGAL & TAX COUNSEL**

# **United Nations Global Compact Communication on Progress (COP) November 2019 – November 2020**



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## Statement of continued support

Dear stakeholders,

I am pleased to confirm that AKLEGAL reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours faithfully,

PhD adv. Artur Krzykowski

## **Human Rights Principles**

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2 and make sure that they are not complicit in human rights abuses.

As a law firm, we understand how important it is to respect human rights. This term includes many elementary laws. Their observance is necessary and obligatory by everyone. No human should be deprived of them. For this reason, human rights are a fundamental right that guides us in the performance of our work.

Day by day, we are trying to develop our awareness of human rights and their nowadays threats. Due to our profession, we uphold human rights. One of its manifestations is the implementation of the right to a fair trial and the right of defence. It also happens that in our daily work we have to deal with cases in which the human rights of our clients are violated. It is our work to represent and defend our clients but on the other hand we subconsciously feel the seriousness of the protected rights and we are doing our best to restore legitimate order.

## **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;

Principle 6 and the elimination of discrimination in respect of employment and occupation.

The Labour principles at AKLEGAL are implemented on two levels - in the law firm and as part of the legal services for our clients.

First of all, in AKLEGAL, the rules of recruitment are clear and the requirements for candidates are well known from the beginning of the recruitment. Moreover, they are unchanged depending on race, sex, religion, sexual orientation etc. Then, also at the stage



of cooperation, the principles of equal treatment and equal pay are respected. Our team successfully cooperates with women and men - the opinion of each of them is equally important and no one is discriminated or disregarded.

Referring in turn to cooperation with clients, we often advise both employers and employees. In the case of employers, we provide advice on the rules of employment, remuneration and termination of employment relationships, so that every action of the employer is in accordance with the law. We eliminate from employers' practice situations that could be considered contrary to the labour law. We also undertake "educational" activities - in our newsletters, we try to present problems that may arise in workplaces and how to effectively exclude or counter them (e.g. mobbing, monitoring, discrimination).

In the case of employees, judicial assistance is often required in the event of mobbing activities and in the event of unlawful termination of employment. Employees come to us with a request for help and to represent them in court disputes against employers. There are also cases in which we represent employees even before the initiation of court proceedings - employees ask for advice on how to claim their rights with employers or to assess the situation they experience at work.

## **Environment**

- Principle 7 Businesses should support a precautionary approach to environmental challenges;
- Principle 8 undertake initiatives to promote greater environmental responsibility;
- Principle 9 and encourage the development and diffusion of environmentally friendly technologies.

Nowadays, environmental protection is an important topic all over the world. The actions taken by each of us are of significant importance for the environment and conscious functioning causes less damage to the Earth.

For this reason, the entire AKLEGAL team is taking action to protect our planet. First of all, we significantly reduce the consumption of plastic products, as well as using reusable packaging and containers. What's more, we also control the consumption of paper - we

use the double-sided printing method and in cases where we can with clients we use scans of letters, not printing them, but storing them in the Cloud.

Even before it became obligatory as a result of the decisions of state authorities, we introduced obligatory waste segregation. In the law office, we have adapted containers for segregation into five: paper, glass, plastics, bio and mixed. Each of the associates follows the rules of segregation.

What is more, we cooperate with companies which guarantee environmentally friendly production and commodities. We buy energy-efficient electronic equipment and other environmentally friendly office supplies.

### **Anti-corruption**

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

Corruption is a phenomenon strongly condemned by AKLEGAL. It is illegal and unacceptable regardless of the level, amount, purpose etc. Due to the profession we perform, the legality of our and our clients' activities is our most important value. It is unacceptable for anyone on our team to demand, accept or offer a bribe. Our co-workers are also warn about not accepting bribes and other unlawful benefits from clients and our business partners

