

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 20 April 2020 To: 20 April 2021

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

20 April 2021

To our stakeholders:

I am pleased to confirm that Norton Rose Fulbright LLP (Amsterdam branch) 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.

Sincerely yours,

Daphne Broerse
Managing Partner Amsterdam

DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- Ensure workers are provided safe, suitable and sanitary work facilities. During the Global Pandemic in 2020 we have supported our staff in Amsterdam managing the transition to working from home. Actions that have been taken involve digital ergonomist support, financial compensation of installing a safe and suitable home office and providing monthly compensation for re-occurring work facilities.
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats by providing training. We have adopted a global set of mental health best practices and installed a Mental Health First Aid officer program providing holistic support such as financial management, nutrition, stress management.
- We provide our employees with regular training. Examples are resilience, mental health and wellbeing training, check-in and chat with Breathe, our physical and mental health network.
- Additionally in Amsterdam we provided personal coaching to safeguard mental health and personal growth.
- In Amsterdam we are reviewing our suppliers on a selection of principles relating to modern day slavery. The aim is to make conscious choices engaging suppliers and to have them commit to our CSR standards.

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- Ensure that employment-related decisions are based on relevant and objective criteria: In 2020 the Amsterdam office established a Works Council.
- Implementation of an official Sustainability Manifest for our Amsterdam office. The goal of this manifest is to grow awareness and involvement amongst the employees of the Amsterdam office.
- Because of the Global Pandemic we introduced Flex in Amsterdam in 2020 – Flex is a defence measure taken against the outset of Covid to safeguard our people's jobs.
- In 2020 we announced our ambition for the firm beyond 2020 with an aspirational gender target of 40:40:20 (a minimum of 40% women; a minimum of 40% men; and 20% flexibility to be truly inclusive).

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- Globally we have introduced a Greener flights policy, aiming to reduce our Co2 emissions.
- In Amsterdam we are reviewing our suppliers on a selection of principles relating to sustainability. The aim is to make conscious choices engaging suppliers and to have them commit to our CSR standards.
- Including Energy transition into our strategy as one of our key action items. The aim is to use our corporate expertise to support our clients in the transition to a more sustainable future.
- We separate waste (paper and plastic)
- We are reviewing our office policy to establish a green roadmap to the future.

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- All our employees undergo mandatory annual training to deal with our anti-corruption issues.
- When on boarding new clients we undertake strict compliance checks which includes strict client due diligence ensuring that the standards within the Netherlands apply.
- In Amsterdam we are reviewing our suppliers on a selection of principles relating to anti-corruption. The aim is to make conscious choices engaging suppliers and to have them commit to our standards.

MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- Headcount is measured showing a breakdown of diversity including gender.
- Employee absence is measured to monitor abnormalities and prevent unnoticed mental issues amongst our workforce.
- Travel (air travel, hotel nights) is reported on a yearly basis to understand amongst other things the impact on the environment.
- We report yearly on our energy usage and wastage.
- Through the GSES (Global Sustainable Enterprise Standard) system - Sustainability Platform we measure on organization level all facets of sustainability.