

## Communication on Progress

The period covered by this COP runs from 9 June 2020, up to and including 8 June 2021.

### 1. Statement of continued support by the Managing Partner and the Head of Sustainability

To our stakeholders:

We are pleased to confirm that Mannheimer Swartling Advokatbyrå AB 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 COP, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, business model and into our daily operations. We also take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation. We are committed to share this information with our stakeholders using our primary channels of communication.

As one of the largest law firms in the Nordic region, we have a responsibility to influence and set an agenda that is challenging and important – not only for our own and our clients' businesses, but also for the development of a more sustainable world.. As a means of doing so, we have developed a clear strategy comprising the following three areas of execution for our sustainability work in (a) advising clients, (b) internally at the firm and (c) in society through our *pro bono*-projects.

Providing advice on matters that affect our clients' businesses naturally accounts for a large portion of our sustainability work. We systematically advise clients on legal matters including Human Rights, Labour, Environment, Business Ethics and Anti-Corruption. The work we do enables our clients to become even better at implementing their values, as well as managing risks and business opportunities. Read more [here](#).

Within our organisation, we work actively to increase diversity and reduce our environmental impact. We have systemised our internal efforts to enable continuous skills development for all of our employees; to ensure processes for adherence to regulations and the firm's core values, quality, business focus and team spirit, and to minimise our negative environmental impact. We have joined the Science Based Targets Initiative (SBTi). Read more and access our environmental policy [here](#).

In society, we contribute through our engagement *pro bono* in various projects. Our *pro bono* partnerships keep us educated on important and relevant societal issues, while actively engaging our employees and taking our responsibility in society. Read more [here](#).

We must be responsive and engage in ongoing dialogue with our stakeholders in order to understand where the firm has the greatest impact, and thereby identify the key issues for our strategic sustainability initiatives. Stakeholder dialogues are central to our efforts to develop our business and are natural parts of the day-to-day business. Our stakeholders include, among others, Swedish and international clients, the Swedish Bar Association, trade associations, administrative authorities, employees, suppliers as well as our *pro bono* partners.

Stakeholder dialogues play a central part in the materiality analysis on which our sustainability initiatives are based. These initiatives are also guided by our strategy, directives issued by the board, and our assessment of risk. Mannheimer Swartling's most important sustainability issues are long-term and focus on:

- Continuing to develop our sustainability legal advisory services to clients.
- Working for increased diversity, provide a more even workload, and improve employees' work-life balance.
- Monitoring the firm's information security, personal data processing, and policies and procedures as required by anti-money laundering legislation.
- Minimizing the firm's negative environmental impact.
- Strategically developing our *pro bono* work.

## 1.1 Sustainable Development

To us, the way forward is obvious: we must be a firm that accepts responsibility for our own business activities as well as for the community around us. With our size and our role as a legal adviser comes a responsibility and an opportunity to be part of the transition to a more sustainable society, but we need to work together. We want to be a positive force and contribute to sustainable growth through dialogue and co-operation with other legal professionals and community stakeholders such as the UN, the Swedish Ministry for Foreign Affairs, ICC, The Confederation of Swedish Enterprise and NGOs.

## 1.2 Mannheimer Swartling and the Sustainable Development Goals

We take the SDGs into account in our approach to strategic sustainability -with our clients, internally and in our *pro bono* work. This involves everything from providing legal advice and expertise concerning our clients' business goals, to taking active steps within the firm to improve diversity and reduce climate impact, to our *pro bono* projects, where our work includes promoting the rule of law and individual freedoms and rights (e.g. for example through our partner, the Centre for Justice). Taking our own business and the legal industry sector as a starting point, we have identified six goals where we have a particular ability to make a difference.

- Goal 5: Equality – concentrating on diversity, a strategically important issue we have been working with for several years.
  - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

- Goal 8: Decent work and economic growth – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
  - Eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour.
  - Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- Goal 12: Ensure sustainable consumption and production patterns
  - Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
- Goal 13: Climate action – take urgent action to combat climate change and its impacts.
  - Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
  - Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning
- Goal 16: Peaceful and inclusive communities – concentrating on promoting the rule of law.
  - Promote the rule of law at the national and international levels and ensure equal access to justice for all
  - Substantially reduce corruption and bribery in all their forms
  - Promote and enforce non-discriminatory laws and policies for sustainable development
- Goal 17: Implementation and global partnerships – concentrating on collaborations and partnerships with other stakeholders to exchange knowledge and expertise.
  - Promote a universal, rule-based, open, non-discriminatory and equitable multilateral trading system under the World Trade Organisation. Enhance the global partnership for sustainable development

As we are simultaneously reporting on sustainability in accordance with the GRI Standards, Core level, our outcomes are by reference to the sections of our 2020 Annual and Sustainability Report that are also relevant to this COP. The below matrix provides easy reference and comparison to the framework of the UN Global Compact. It also provides details on some of our *pro bono* initiatives and specifies the practice groups that have main responsibility for the various parts of our advisory business.

<b>Mannheimer Swartling/Global Compact</b>	<b>Advisory Annual and Sustainability Report, p. 22-28 &amp; homepage</b>	<b>Internal Annual and Sustainability Report, p.29-37 &amp; homepage</b>	<b>Pro bono Annual and Sustainability Report, p. 38-39 &amp; homepage</b>
Human Rights	Practice Group “Corporate Sustainability and Risk Management”	“Ethics and regulatory compliance”“Practising what we preach – organisation and employees”	SOS Children’s Villages  Centre for Justice  Global Compact Network Sweden  Gapminder  The City Mission
Labour	Practice Group “Employment and Pensions” as well as “Corporate Sustainability and Risk Management”	“Practising what we preach – organisation and employees”	Global Compact Network Sweden  Öppet Hus
Environment	Practice Group “Environment” as well as “Corporate Sustainability and Risk Management”	“Environment”	Global Compact Network Sweden  Race for the Baltic  Norrskén Foundation
Anti-corruption	Practice Group “Corporate Sustainability and Risk Management”	“Ethics and regulatory compliance”	Global Compact Network Sweden  Members of the Ethics Committee of the Swedish Anti-Corruption Institute

The full Mannheimer Swartling Annual and Sustainability Report 2020 is published [here](#).



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