



**UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP) 2021**



This COP covers the period from October 2019 up to and including August 2021.

Statement of support by the Partners


25 August 2021

To our stakeholders:

I am pleased to confirm that Wigge & Partners Advokat 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,

A handwritten signature in blue ink that reads 'Frida Sander'.

Frida Sander, Partner, on behalf of the collective Partners,
Wigge & Partners



Human Rights

Every year, Wigge & Partners select an organisation that we feel works actively with improving the world and that works actively towards a sustainable future, to receive a Christmas donation. In order to raise awareness and inclusiveness, the choice is made by election among all employees based on three proposals by the company's sustainability group.

2019 Wigge & Partners chose WWF as the recipient of the donation. WWF is a well-known, global organisation that works with sustainability on every level. They are a driving force in climate issues and works for, among other things, climate-smart energy solutions as well as sustainable food production and a sustainable use of the earth's resources.

In 2020, Wigge & Partners wanted to go in a different direction. As a law firm, we have tried to find ways to contribute to sustainability both in our work with clients and as an employer. Within labour, anti-corruption and the environment, we have ways of contributing and improving as a workplace. For example, we have involved our employees in examining their environmental impact as individuals and as a group, and we continuously educate our firm on matters of anti-corruption and our responsibility as lawyers in ensuring that our clients and transactions are handled according to law and regulation.

However, the question of human rights is not one we feel we can contribute strongly to within our work or within our workplace. Despite this we strongly believe that the question of human rights is an invaluable one in the goal of sustainability, and we wish to do our part in this important work. Therefore in 2020 we supported children in need by giving the Christmas donation to Plan International. Plan International's vision is that all children shall have the opportunity to receive long-term positive development in a safe environment where their rights are prioritized. We find their work towards allowing young girls the opportunity to receive an education particularly important, as this paves the way for a more equal and progressive world.

As a relatively new firm, we are just now starting to assess different organisations in order to be able to develop a more long-term relationship with organisations that help make our world a better place. Our sustainability team has reached out to several organisations to discuss options for a long-term partnership, and it is our hope that by the end of this year (2021) we will be working long term with an organisation we are proud to support.



Employee development and care

At Wigge & Partners we strive to create the best possible output for our clients and the best possible workplace for our employees. We believe it is our responsibility as an employer to create a sustainable and thriving work environment, and we think this most crucially starts and ends with our employees. Wigge & Partners believes that employees that are happy, motivated and feel supported in their work are more willing and likely to grow and develop within our organisation. As the associates make up the largest base of our employees, they are a crucial part of this work.

All new associates are assigned a mentor within their team to guide them through the beginning of their time at Wigge & Partners. The mentors are able to give new associates an idea of what is expected of them, and what they can expect from us as an employer. We feel it is important to receive support and opportunities to ask questions.

The mentoring system also allows for new associates to more easily become part of the community that is Wigge & Partners.



It is very important for us that our employees are properly welcomed into our community. We therefore usually host a variety of events and tournaments in order to strengthen the group dynamic. This creates a positive and friendly atmosphere between the employees, which we believe encourages a better work environment.

During Covid-19 this has been a challenge, but we have held gatherings online and created other kinds of Covid-safe activities. Most recently, our social committee organized an after work for the entire firm (held online) which was greatly appreciated.

In order for the associates to feel that they can affect their workplace, we have introduced monthly Associate Lunches. These are an opportunity for the associates to freely discuss the workplace and management in a more informal setting. This also creates comradery between the associates and a better workplace, as problems are addressed and dealt with as they arise.

We also offer extensive opportunities for external training and education through seminars and lectures, and we encourage more senior lawyers to hold internal trainings in subjects that may be unfamiliar to new associates. During the recent times of Covid-19 restrictions, these lectures have been held online, allowing more people to participate who otherwise might not have been able to make the time. We have continuously during the pandemic tried to find ways to optimize our employees' experience, despite social gatherings

and activities being difficult to arrange. Allowing colleagues to keep in touch and easily work together remotely has been an important aspect of this, and we believe it has been valuable for the firm as a whole.

Finally, we strongly believe that the well-being of our employees is closely tied to their physical and mental health, as well as their ability to thrive within the workplace. Therefore, we regularly offer our employees the opportunity to participate in different activities within sports and self-development. For example, we organize weekly jogging sessions coached by a professional trainer (held online during Covid-19), and host various tournaments and social events in order to create a sense of community.



UN's Sustainability Development Goals

Wigge & Partners has made sustainability a key component in the firm's daily work and ambition to work towards a better and safer future. Becoming signatories to the UN Global Compact – a United Nations initiative which is the world's largest corporate responsibility association with over 9 000 members worldwide, was a crucial step. As a next step in the process at Wigge & Partners, we identified three of the UN's Sustainability Development Goals in Agenda 2030 (SDG), as the goals where we as a business law firm can make the most impact. The chosen goals are:

- Gender equality (SDG no. 5)
- Sustainable consumption (SDG no. 12)
- Combating climate change (SDG no. 13)

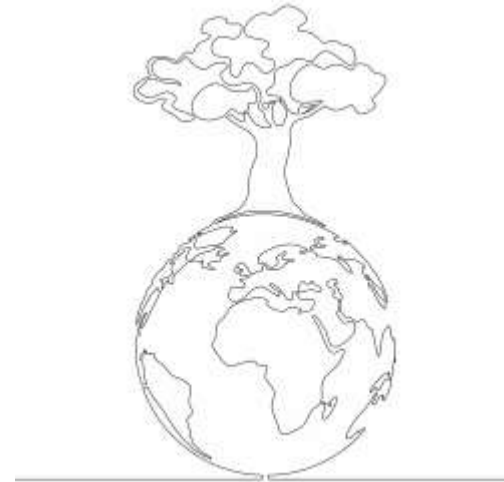
We have pledged to contribute to these goals by continuously evaluating, analysing and improving the way we run our business.



Combatting climate change

As an organisation we value and appreciate the importance of the environment, and have adopted number 13 – combating climate change, of the United Nations Global Compact, as one of our own core goals. As part of this, we have and are taking steps to become a more climate conscious workplace and to limit our own negative impact on the climate. A crucial step in this is our updated environmental policy. We are growing as an organisation, and as we grow, we have discovered new changes we can make to limit our impact on the climate.

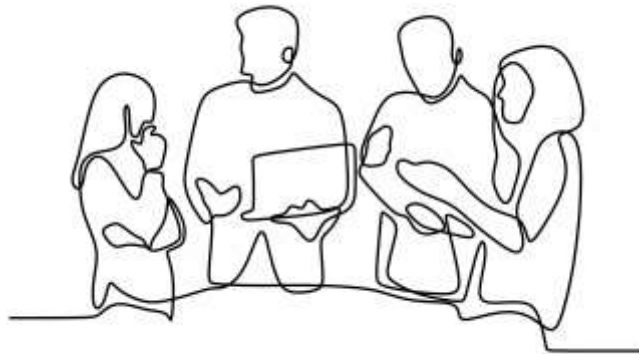
We have also updated our general terms and conditions so that we now offset any carbon emissions through flying for business out of our own pocket. While perhaps not so relevant now in times of travel restrictions due to Covid-19, we will be measuring and reporting statistics on how much our carbon footprint is decreased through this measure. Our policy is to always chose the travel means with the least detrimental climate effect if it is commercially reasonable, such as travelling by train instead of by plane. All employees are offered the opportunity to purchase a bike at beneficial terms in order to travel to and from work in a climate positive and healthy way.



As a workplace we also wish to engage our employees in our work for the environment. During the fall of 2020 we held a climate contest through an app called Deedster, as a way of creating engagement and spreading awareness about each person's environmental impact and what they as individuals can do to contribute to the fight against climate change. All together everyone at Wigge & Partners saved 5 tons of carbon dioxide by changed behaviours and habits. Many of our employees report that changed patterns have become the new normal. In connection with the contest Wigge & Partners also arranged a Sustainability Day, where we had the opportunity to learn about these questions through lectures.

Clients

As an advisor we wish to assist our clients in making sound sustainable business decisions and we have during 2020 and 2021 arranged free seminars related to various regulatory aspects and market trends related to combatting climate change and enhancing equality. We have for example held a number of seminars related to restrictions and monitoring of alternative investments, terms and conditions for green bonds and new regulation related to our practice areas, such as the Sustainable Finance Disclosure Regulation and the Taxonomy.



Suppliers

Since Wigge & Partners chose to mainly focus on sustainable consumption as one of our three goals, reviewing and examining our suppliers became a natural step in the process. Our main focus was to create a list of general requirements to go by when reviewing our current and selecting new suppliers.

We compiled all criteria into key requirements:

- (i) the supplier can't use or support any use of child labour in any part of their own organisation and the organisation of any current or potential partners;
- (ii) the supplier must follow all relevant labour legislation and work actively for a safe working environment, fair and equal wages, equal conditions and the right to freedom of association;
- (iii) the supplier works actively towards diversity;
- (iv) the supplier has a policy for and works actively with reducing their negative environmental and climate impact; and
- (v) the products must be locally produced, organic and certified to the greatest extent possible.



Equality

The equality issue, especially gender equality, is marked as a central problem in our industry sector, which informed our choice to work toward equality at the recruiting stage. The number of Wigge & Partners employees has changed significantly as we have actively recruited lawyers to all departments. We work to ensure that our recruitment process is balanced and thorough in order to attract the best candidates regardless of gender.

Wigge & Partners values sustainability and diversity, and believes it is our responsibility to create, to the best of our abilities, forums where these questions can be discussed and be allowed to thrive. In the process of creating such forums we recently invited all employees to take part in an anonymous survey regarding equality, safety and general well-being, to identify areas of improvement according to our employees and effectively further the discussions on these issues within the firm. We then organized group discussions to further develop possible actions and improvements that are most important to our employees. This has now become the base line for our new policy on equality and diversity within the workplace. Additionally, we have implemented a whistle blowing function, so we may promptly address any potential issues.

Employee statistics

Law section	Total	Women	Men
Partners	10	20%	80%
Senior Associates	10	60%	40%
Associates	20	40%	60%
Total	40	40%	60%
Administration	6	100%	0%

The health and wellness at Wigge & Partners

Health has always been important to Wigge & Partners and during these trying times with Covid-19, the health issue became more central than ever. Wigge & Partners implemented a health benefit program that included the purchase of bikes to beneficial prices for the employees. This was introduced to help the employees to exercise and travel in a secure way without unnecessary risks. We also arrange weekly opportunities for exercise, and while people have been working from home due to Covid-19, remote running with a running coach has been offered and greatly appreciated.

Anti-corruption and ethics

Compliance issues are gaining more and more traction in the daily workings of law firms, which is clear when considering the different legislative processes both nationally and within the EU. The number of different regulations continue to increase while the violations now incur very harsh consequences, greatly affecting a number of industries.

As a law firm that mainly focuses on transactions, we are well aware of the risks in our and our clients' industry sectors. We also understand the responsibilities every company must take in order to fight money laundering, prevent terrorist transactions and other similar transgressions. Having that as a goal, we were also focusing on finding and creating an efficient, simple and comprehensive process in order to secure compliance. We managed to achieve that by implementing the system Due Compliance. The system works in accordance with what is stated in the applicable AML regulations and the rules issued by the Swedish Bar Association and helps us to ensure a safe process by asking the client to provide us with only basic information while the system provides us with the majority of the necessary information in order to make an assessment.

As a law firm, Wigge & Partners and its employees also follow the strict ethical rules of the Swedish Bar Association. These rules mandate that Swedish lawyers shall fulfil their duties of loyalty to the client by observing professional independence and confidentiality – safeguarding, among other things, that we as a firm will not allow ourselves to be affected by improper influences or conflicts of interest.



Going forward

In our continued work with contributing to sustainability, both at the workplace and in our community, we aim to develop Wigge & Partners in all aspects of sustainability. Going forward in 2021 and onward, we will work with the following measures:

- we will continue to implement active measures for equality with the help of external professionals and the people who are most effected by equality at the work place: our employees;
 - we will further educate our employees on anti-corruption to ensure we remain diligent on compliance issues;
 - we will continue to adapt and update our workplace, both through updated equipment and by making the workplace more accessible, allowing all employees to thrive at Wigge & Partners;
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- An illustration of four stylized plants of increasing size, growing from left to right. The plants are drawn with simple lines and have small leaves. The background is a light beige color.
- we will further develop the format of measuring our carbon footprint when utilizing carbon compensation, when such a measure becomes relevant again;
 - we will continue having an open dialogue with current and potential suppliers about sustainability and the environment;
 - we will optimize any delivery transports from an environmental perspective; and
 - we will continue ensuring that our work toward equality is always respected and valued in our recruitment processes.