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Dentons Europe LLP

United Nations
Global Compact

Grow | **Protect** | Operate | Finance

Communication on Progress 2021

Dentons Europe LLP (including all of our subsidiaries and indirectly controlled affiliates), is proud to support the ten principles of the United Nations Global Compact on human and labor rights, the environment and anti-corruption. With this Communication on Progress, we express our continuing support for the UN Global Compact and our intent to implement the ten principles. We are integrating the UN Global Compact and its principles into the strategy, culture and day-to-day operations of our Firm. We also actively engage in collaborative projects which advance the Sustainable Development Goals of the United Nations.



Tomasz Dąbrowski
Chief Executive Officer

A handwritten signature of Tomasz Dąbrowski.

Integrity and credibility are an essential part of Dentons' culture. Beyond compliance with laws, regulations and professional standards, we strive to walk the talk of sustainability, corporate responsibility and ESG in our own operations and in our sphere of influence including our client-facing activities and our pro bono work. We have established robust policies and a transparent governance structure to implement the UN Global Compact's ten principles. We are tracking our progress to improve the Firm's performance every year.



Prof. Dr. Birgit Spiesshofer
Chief Sustainability & Governance Counsel

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Social

Human Rights

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

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

Labor

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 labor;

Principle 5: the effective abolition of child labor; and

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

Social: our operations

Our efforts with respect to the social principles of the UN Global Compact are longstanding. Dentons Europe LLP including all of its subsidiaries and indirectly controlled affiliates (the "Firm", "we", "our"), as a member of the broader global Dentons Group, has established a wide range of corporate policies to define the expected standards of conduct with respect to human and labor rights.

Within our operations we support and respect the human and labor rights of our people regardless of their location, function, nationality, gender, sexual orientation, race, disability or any other legally protected characteristic.

Our people, as our greatest asset, deserve just and favorable working conditions, physical integrity, a safe and healthy working environment, privacy and family life, the freedom to express their opinions or their faith and a workplace free from discrimination, harassment, and bullying.

We have established policies and programs in relation to gender equality and advancement, inclusion and diversity, mental health and well-being and learning and development. In this Communication on Progress we will highlight specifically our efforts in relation to diversity and inclusion, gender advancement and mental health.

Diversity and Inclusion

As a polycentric law firm with no single headquarters or dominant culture, diversity is fundamental to who we are, and integral to our vision and strategy. We know that greater inclusion and diversity can promote innovative and sophisticated solutions and service excellence, foster a rich and vibrant workplace, and support positive social change.

We pride ourselves on the diversity of our people and the inclusiveness of our culture. We know that attracting and retaining people from all backgrounds is crucial because diverse teams are more creative and better problem solvers. We know that greater inclusion is key to innovation, and that when we bring the two together, we provide better service to our clients.

In Europe, our diversity and inclusion priorities are focused on:

Leadership and communications: Deepening inclusion and diversity discussions with our leadership and more broadly across all our offices in Europe, and actively leading on this priority.

Focus on inclusion and belonging: Further embedding behaviors and approaches to ensure an inclusive culture across all our offices in Europe that supports diversity.

Client collaboration: Increasing collaboration with clients and partners to advance our shared inclusion and diversity objectives including through pro bono initiatives. Sharing best practices and ideas supports our inclusion and diversity plans.



Matt Wiggs
Talent Director

"Our commitment to diversity and inclusion is a critical part of our business strategy and is at the core of our approach to talent management. Our objective is to nurture an environment in which everyone feels fairly treated and everyone has the opportunity to grow and develop to their full potential."

Gender Equality

A top priority of our business strategy is to promote gender equality, expanding development paths and increasing leadership opportunities for women.

We have established the Europe Women's Advancement Committee, consisting of our CEO, Chairman of the Board, and other leaders (both women and men) to advise the leadership team and drive our gender equality agenda.

Our Women's Professional Advancement Strategy for Europe sets out a comprehensive strategy to reach a target of 30% women in partnership and key leadership roles by 2025. This includes an agile working policy, mentoring and sponsorship for female talent, business development support, anti-bias training, leadership development programs, involvement of the Women's Advancement Committee in partner admission interviews, and various other steps.

As a member for the broader Dentons Group, we are also proud to support the United Nations Women's Empowerment Principles (WEPs) to advance gender equality and women's empowerment in the workplace.



Judith Aron
Partner, Co-Head of Europe
Compliance (Co-Founder
of the European Women's
Advancement Committee)

"Women's advancement is at the core of our Firm's strategy and business ethics. Tasked with presenting our policy to the Board and leadership team when I was barely made partner, I can testify that we push hard on all levels of management and leadership to address the key challenges of unconscious bias, attrition, career progression metrics and parenting responsibilities. We are scoring goals but we don't rest on our laurels."

LGBT+ Affinity Group

GLOW Europe

GLOW Europe is Dentons' LGBT+ affinity group. It seeks to create a support network for LGBT+ colleagues and promote a working environment in which they can be open about themselves. The group includes members of the LGBT+ community as well as allies working together to raise awareness of issues affecting the LGBT+ community.



Igor Ostrowski
Partner, Global Co-Chair
of Technology, Media and
Telecommunications
(Co-Founder of Dentons
Europe Glow)

"I believe it is vitally important that all people are free to be their true selves at work, and I am grateful for Dentons' efforts to create an LGBT+ friendly environment where I can follow my career goals, without pretending to be someone else."

Programs in focus – Diverse Excellence scholarship

For some young people from minority or socially disadvantaged backgrounds, affording law school fees and achieving a career in law can be a challenge.

To support social mobility, make the legal profession more accessible and help talented students achieve their dream, our Amsterdam office established the **Diverse Excellence Scholarship**. The program provides several students each year with funding to further their education at postgraduate (Master) level. It also includes an opportunity to obtain a student work placement at our office.



Jacqueline Bell
Partner (Diverse Excellence
Scholarship Ambassador)

"We recognize that, as a young lawyer from a minority or socially disadvantaged background, it can be daunting to take that first step into "Big Law". As a woman entering a male-dominated industry at the start of my career, I recall my initial trepidation. Our Diverse Excellence Scholarship aims to bridge possible gaps by building relationships with young lawyers from minority or disadvantaged socio-economic backgrounds before they take the plunge into commercial law and helping them to build confidence early."

Programs in focus – Mental Health & Wellbeing

To support the physical, emotional and mental wellbeing of our people, we have launched **Dentons Europe Wellbeing** in 2020. The cornerstone of this initiative is the **People Assistance Program**, which provides our people and their immediate family members with free-of-charge, confidential counseling services, provided by professional external counsellors.

Also included is our award-winning mindfulness program **NextMind** to support emotional wellbeing, better collaboration, and improved stress management through regular mindfulness meditation.

Finally, to foster physical health, the annual **Healthy Challenge** encourages regular exercise, nutrition, sleep and meditation.



Karina Furga-Dąbrowska
Partner, Europe Chief
Mindfulness Officer

"Mindfulness is simply about exercising your mind to improve cognitive ability and mental clarity. Neuroscientific research shows that regular mindfulness practice improves resilience, communication, productivity and wellbeing, which are not only beneficial for our people, but also for our bottom line."

Social: In our sphere of influence: Promoting human and labor rights through our client work

We are in a position to promote respect for human and labor rights within our sphere of influence as a trusted advisor to our clients.

Europe benefits from strong anti-discrimination, gender equality and human rights legislation. However, many stakeholders expect companies to go well above the legal minimum, in order to promote inclusive and safe workplaces and ensure a “net positive” impact on society.

Our Employment and Labor practice helps clients develop and implement corporate human rights policies across multiple jurisdictions – including with respect to flexible working, maternity leave, diversity, gender equality, supply chain management, modern slavery, inclusive procurement and inclusive recruitment.

We assist clients in conducting internal and transaction-related due diligence, preparing and reviewing corporate disclosures and reports, and resolving disputes.



Katell Déniel-Allioux
Partner, Europe Chair
Employment and
Labor Practice

"Ultimately, businesses are made up of people – whether employees, consumers, suppliers or investors. It is, therefore, a business imperative that companies serve the interests of these people. This has to be at the heart of business purpose and practice. Our clients recognize this fact and often engage us to help implement this core vision and to ensure that the law is used to enhance and not detract from their corporate purpose."

Promoting human and labor rights through our client work

Recent examples of our client work include:

- Advising an international organization in relation to the structuring of a number of sovereign Gender Bonds.
- Advising several British multinationals on the implications of European data protection law for LGBT+ equality monitoring across Europe.
- Providing advice to an international bank on the human rights implications of de-risking practices with respect to civil society organization banking clients and the implications of OECD National Contact Points.
- Representing a client in a multi-jurisdictional dispute involving a non-profit organization, disaster survivors, and community organizations.
- Conducting multi-jurisdictional research for an international organization in relation to legislative and policy initiatives promoting gender-responsive procurement.
- Providing policy advice and preparing policies for a number of multinationals and SMEs in relation to flexible working, parental leave, sexual harassment and gender violence.

Social: in our sphere of influence – our Positive Impact program

We recognize that we have the ability to positively impact human and labor rights through our pro bono work. Accordingly we have established a Positive Impact program through which we encourage our lawyers to provide pro bono legal services to civil society organizations and needy individuals within the communities where they work. In our pro bono efforts we have a particular focus on the protection of human rights and the rights to equality and non-discrimination.



Atanas Politov
Director of Positive Impact

“Our commitment to inclusion and diversity is reinforced by encouraging our people to live these values through their pro bono work in the community. This idea is at the heart of our Positive Impact program.”

Positive Impact – Pro Bono Legal Work



Peter Braun
Partner (Member of Europe
Pro Bono Committee)

We actively engage in pro bono legal work aimed at making meaningful contributions to the communities in which we live and work. Above all, our work seeks to promote the protection of human rights and fundamental freedoms, with a particular focus on the following areas:

Women's rights

- Working to advocate for gender equality and gender advancement through law reform.

Migrant rights

- Providing legal assistance to asylum seekers all around Europe.

LGBT+ rights

- Engaging in litigation and legal advocacy to promote LGBT+ rights.

"The conditions of refugees at Europe's borders remain one of the biggest human rights issues facing Europe today. The Greece Collaborative Pro Bono Project engages our lawyers in working alongside specialist asylum lawyers and providing direct support to asylum seekers on Lesvos."

Positive Impact Spotlight: The Greece Pro Bono Collaborative Project

The project – a collaboration with European Lawyers in Lesvos and five other law firms – has advised 1,350+ asylum seekers since August 2019, filling a pressing need. Less than half of refugees without legal assistance have been granted international protection since this crisis began to unfold. But when those seeking asylum were advised by lawyers, they had an approximately 30 percent greater chance of gaining international protection (74.5 percent overall).

Positive Impact Spotlight: Promoting LGBT+ Equality

We provide pro bono legal advice to a range of leading transnational and national LGBT+ organizations across Europe. Most recently, our lawyers have been involved in a series of cases at the European Court of Human Rights and various national courts in efforts to promote the rights of LGBT+ persons to family life, in particular, rights to marriage, adoption, surrogacy and residence.



Perry Zizzi
Partner

"Collective action on diversity and inclusion from both the business community and policymakers matters more than ever. We can no longer afford to celebrate dormant progress and intention instead of results and we all – both the public sphere and business community – need to be the drivers of that change. I believe that our efforts to promote LGBT+ equality through the courts in Europe is a concrete step on the path towards long-term systemic change."

Programs in Focus: the Dentons Europe Foundation

The Dentons Europe Foundation is a registered charitable foundation, whose mission is to support NGOs and projects, which promote the safety, education, prosperity and rights of children and adolescents around the world. The Foundation accepts donations from across Europe. The Europe Board has also committed to making an annual donation: €150,000 for 2021.



Barlas Balcioğlu
Partner, Head of Istanbul Real Estate, Energy and Banking and Finance Teams

"The activities of the Dentons Europe Foundation are part of our commitment to making a positive impact on the communities in which we live and work. We have made it an explicit priority to direct the resources of the foundation to improve the lives of children and adolescents as directly as is possible."

Environmental

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility;

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Environmental sustainability: our operations

We are taking steps to ensure that we understand the impact of our operations on the environment and exploring the most appropriate ways to mitigate that impact.

A key priority is to develop an environmental management system that is tailored to our unique business set-up and appropriate to the material risks within our operations.

In particular, we are closely looking at our waste disposal and recycling practices, our energy and water consumption and our carbon footprint.

Our approach to optimizing waste disposal and recycling, energy and water consumption and reducing our carbon footprint

We maintain a range of policies to support environmental sustainability. Based on our **Europe Sustainability Policy**, we have undertaken initiatives to promote effective waste management and energy use and reduce our carbon footprint.

At the European level, we have taken measures applicable to all offices, such as implementing an automatic nightshift policy for all laptops and PCs. We also regularly inform our employees of the ways in which they can contribute to environmental sustainability, both in their professional and private lives. Some of our offices have introduced targeted measures, in particular, with respect to plastics and paper use, office lighting and waste separation and recycling.

In Amsterdam, we encourage and subsidize employees to bike to work and make use of public transport rather than driving. In Paris, our Green Committee has teamed up with the landlord and other tenants of our office building to reduce the energy consumption in the building and reduce and segregate waste produced in the building.

Promoting environmental sustainability through our client work

Environmental policy and legislation is constantly evolving as nations around the globe strive to reduce the impact of the global economy on air, land, water and public health. Europe is at the forefront of international efforts to promote more sustainable economic models.

Through our Environmental and Natural Resources practice we help clients navigate these changes while pursuing sustainable growth. Not only do we assist them with compliance, but also in engaging with key stakeholders, including regulators, communities, employees and consumers. In addition, we are a pioneering law firm in the area of sustainable finance, advising financial institutions and borrowers on green loans and bond issues.

With deep local expertise across Europe, we provide our clients with strategic advice that connects the local operating context to the broader social and policy transformation.



Ewa Rutkowska-Subocz
Partner, Co-Head of
Europe Environmental
Protection Regulatory

"It is critically important for businesses to proactively engage with outside legal teams – with sufficient depth of expertise and global coverage – to anticipate the direction of environmental regulation and ensure that their business is future-proof and sustainable over the long term."

Promoting environmental sustainability through our client work

With deep knowledge of environmental protection law and climate change regulations, we assist our clients with a full range of environmental issues, including project development, impact assessment, permitting, stakeholder consultation, product life cycle analysis, risk management and dispute resolution.

We regularly work with leading renewable energy, construction, agricultural, petrochemical, manufacturing and extractive industry companies. Whether it relates to environmental due diligence, waste management, water conservation, emissions trading and air protection or environmental damage and contaminated land, our aim is to assist our clients to approach the challenges of climate change and the increasingly unforgiving regulatory and legal landscape.

In 2015, Dentons established the **European Environmental Law Academy**, to help our lawyers across Europe develop and strengthen their legal knowledge in environmental law matters. The learnings from the Academy help our environmental teams in Europe to deliver seamless advice and unparalleled quality to our clients.

Recent examples of our client work include:

- Supporting a multinational health technology company to restructure its business in order to comply with national requirements for handling goods and waste in view of the EU Green Deal and Circular Economy standards related to the life cycle of products and proper handling of waste.
- Carrying out multi-jurisdictional research for an industry association in relation to sustainable land management and environmental contamination liability transfer rules in Europe.
- Advising a syndicate of banks on the €8.5 billion issuance of the first green bond by the Ministry of Economy and Finance of a large European country.
- Advising a major financial institution on a green loan to an industrial company – the largest sustainability-linked syndicated loan agreement to date in Russia and CIS.
- Providing assistance to an industry association by reviewing the applicable national regulatory framework to assess if the legislation was in line with the principles stated by the EU Commission in relation to protection and support of clean energy.



Federico Vanetti
Partner, Co-Head of
Europe Environmental
Protection Regulatory

"We are really proud of our European Environmental Law Academy. As environmental sustainability moves to the number one spot on the legislative and regulatory agenda around the globe, training the next generation of environmental lawyers takes on new meaning."

Environmental sustainability: in our sphere of influence

We work very closely with a wide range of leading environmental organizations throughout Europe. Our work supports the efforts of these NGOs in promoting land conservation and restoration, renewable energies uptake and climate change law reform.

Most recently, working for a leading environmental organization, our lawyers across multiple European offices and practice groups have been exploring the legal options for creating a dedicated European fund for habitat restoration in support of the EU biodiversity strategy restoration targets. We also assisted the organization to engage with EU regulators on land conservation policy.

Our lawyers recently assisted the UN Environmental Program (UNEP) in compiling their second global report on "Environmental Rule of Law". The Report seeks to position UNEP as the leading global voice on environmental rule of law by providing a data informed assessment on the status and global trends of environmental rule of law, good practices in the implementation of environmental rule of law and recommendations for further directions.

Lawyers from several offices recently worked for the Environment Ministry's Climate Change Directorate of a developing country on the establishment of a National Climate Change Committee.



Risteard de Paor
Partner

"As a law firm, we are acutely aware that our greatest strength is the expertise and know-how of our people. Through our pro bono work we seek to leverage that expertise and channel it towards civil society efforts to promote important environmental law and policy reform."

Governance

Anti-Corruption

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

Governance: our operations

Our commitment to good governance is embedded in our organizational culture and structure, which emphasize communication and accountability as critical elements in maintaining integrity and trust:

- Europe CEO and Chief Managing Officer provide leadership and strategic direction.
- Europe Board is an elected supervisory body that provides oversight to the Europe leadership and is consulted on key decisions impacting the Firm.
- Country/Office Managing Partners provide leadership and oversight of each of our offices in Europe and are accountable for ensuring the strategic alignment of their office with global and regional strategy and policies.
- Management and Operations Committees ensure that information is communicated effectively and in a timely manner among the leaders of the various business functions. These are supplemented by working groups focused on driving specific strategic initiatives.
- Office of General Counsel and Risk teams work with the business leadership to ensure that our teams have a coherent and comprehensive approach to business ethics, risk and organizational resilience.
- Sustainability and Governance Committee advises the CEO, CMO and the Europe Board in relation to sustainability and governance issues affecting the Firm.



Richard Singer
Chief Managing Officer

"We work hard every day to ensure that the way our Firm operates and the culture we have are aligned with our overall strategy to become a fully sustainable professional services organization. Our leadership approach and organizational set-up reflect our deep commitment to be responsive to changing social norms and commercial realities and to be resilient and sustainable over the long run."

Every person within the Firm is responsible for adhering to the highest level of **professional conduct and business ethics**. We are committed to acting professionally, fairly and with integrity in all of our business dealings and relationships wherever we operate.

In particular, we operate a zero-tolerance approach to bribery and corruption and we require strict compliance with anti-money laundering regulations and all relevant rules related to conflicts of interest. We have embedded these norms within our policies and our practices.

Dentons' **Global Code of Ethics and Conduct** sets forth the cornerstones of our operating philosophy, which is built on this trust. This Code includes policies and procedures that are necessary to ensure responsible practices and ethical standards.

We are also committed to creating a culture in which our employees feel safe and empowered to not only speak up, but also take an active role in the resolution of any ethical, reputational or professional conduct issue.

We have established an internal protocol for managing concerns or allegations of misconduct along with an independently hosted, confidential ethics hotline, that is available to all our personnel.

Separately, we are also taking steps to ensure that we are not supplied by anyone who engages in human trafficking and modern slavery. Compliance with laws regarding eradication of human trafficking and slavery is embedded in our policies, in particular, our Supplier Code of Ethical Business Practices and our Anti-Slavery Policy.



Loredana Allegranza
Deputy General Counsel

"As a law firm, we always work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. Corporate responsibility is an intrinsic part of our culture and we expect the same from our suppliers and business partners."

Governance: Sustainability and Governance Committee

Our **Sustainability and Governance Committee** (S&G Comm) was established by our CEO to advise the Firm leadership on all environmental, social and governance issues affecting the Firm. In accordance with our commitments under the UN Global Compact, the mandate of the S&G Comm includes issues of environmental sustainability, human and labor rights and anti-corruption.

The S&G Comm encompasses a cross-functional Operations Committee, including, in particular, members from our legal, sustainability and positive impact teams, and a Management Board consisting of a number of international partners.

The S&G Comm provides advice on the development and implementation of the Firms' Environment, Social, Governance (ESG) and Sustainability strategy and coordinates the various work streams.



Véronique Lagarde
Partner (Member of the Sustainability and Governance Committee)

"Our Sustainability and Governance Committee is a critical component of our approach to promoting ethical and responsible business conduct across our European offices. Ultimately, we must ensure that every one of our people understand the important connection between responsible business practices and the long-term success and viability of our business."

Governance: Sustainability and Governance Committee



Barlas Balcioğlu
Partner, Real Estate, Banking & Finance, Member of Dentons Europe Board, Istanbul/Munich



Prof. Dr. Birgit Spiesshofer
Chief Sustainability and Governance Counsel, Berlin



Dasa Vukelic
ESG and Sustainability Practice Lawyer, Budapest



David Syed
Partner, Head of Sovereign Advisory, Member of Dentons Europe Board, Paris



Katherine Foran
Deputy Global Chief Legal Officer, London



Lamin Khadar
Sustainability Lawyer, Amsterdam



Ewa Rutkowska-Subocz
Partner, Co-Head of Europe Environmental Practice, Warsaw



Michał Zgórzałak
Europe Head of Practice and Sector Business Development, Warsaw



Véronique Lagarde
Partner, Real Estate, Paris



Atanas Politov
Europe Director for Positive Impact, Budapest

Governance: Tax code of conduct

Regulators and the public are increasingly focused on holding companies accountable for paying their fair share of tax.

Our Europe Tax practice operates in strict compliance with relevant laws, rules and regulations, and we advise our clients to do the same. Our lawyers generally advise clients not to resort to complex corporate structures, which tax authorities may view as an effort to confuse and conceal. We also assist our clients in applying for sustainability-linked tax incentives to support their initiatives and investments related to environmental sustainability and other social goals.

Our Europe Tax practice has developed the Europe Tax Code of Conduct to ensure that all of our people understand what is expected of them, and to help communicate to clients our commitment to providing ethical tax advice.



Sandra Hazan
Partner, Co-Head of Europe Tax

"Times have changed. Aggressive tax planning strategies, which were common a decade ago, are no longer considered ethical – even if they are legal. As tax lawyers, our role is to help our clients adopt an ethical and sustainable tax strategy, ensure full compliance with their obligations, and improve transparency and communication. Our Tax Code of Conduct gives our people a sense of purpose, and helps ensure we are all aligned around a common set of values."



Promoting good governance through our client work

In addition to ensuring that we have a strong internal culture promoting business ethics within our own operations, we also recognize our ability to promote business ethics and good corporate conduct within our sphere of influence. We carry out this mission both through our commercial work for our clients and through our pro bono work in the community.

An effective compliance program is must for our clients. Failure to comply with one's regulatory and legal obligations is not only a legal risk – it is also a reputational risk which if not tackled head on can have dire consequences with respect to business trust among many key stakeholders (investors, employees, customers).

We take pride in supporting companies around the globe to proactively identify, understand and mitigate compliance related-risks. We support our clients to cultivate strong internal corporate cultures which ensure that both internal requirements and external standards are adhered to by employees. Where necessary, we join forces with the employees of our clients to conduct internal investigations.

Our objective is always to protect business interests and maintain the highest possible standards of business conduct.

Recent examples of our client work include:

- Advising a B-Corp certified multinational pharma company in relation to their new Code of Ethics and Suppliers Code of Ethics.
- Advising a publicly listed multinational on the implementation of ESG factors in their medium and long-term strategy as well as on the identification of corporate governance models, internal and group policies, remuneration plans and policies, establishment, composition and functioning of corporate bodies and committees, board evaluations and sustainability reports.
- Assisting a prestigious European business and law school to establish its new Ethics Committee, entrusted with safeguarding ethics within the institution.
- Providing advice in relation to compliance with ESG standards to an automotive sector client conducting business operations in Central and Eastern Europe.



Diego Pol
Partner, Co-Head
of Europe Compliance

"Increasingly our clients are keen to get ahead of the curve in relation to a wide range of ESG-related compliance issues. From inclusion and diversity to corporate sustainability reporting, we recognize the importance of being an industry leader and standard setter on these issues. In addition to providing expertise, we aim to inspire our clients also through our own practice."

Promoting good governance through our pro bono work

A large part of our pro bono efforts consist in providing ongoing and on-demand legal compliance assistance to hundreds of non-profits operating across Europe. This includes advice with respect to corporate governance, employment law, intellectual property, data protection and tax law.

We have also collaborated with the **European Center for Not-for-Profit Law (ECNL)** to develop two handbooks of key laws from several European countries for the benefit of civil society organizations. The handbooks were prepared for those that wish to set up an organization at home or in another country, or to compare conditions for incorporation and operation between countries.

Our overall aim in all of our work in this area is to ensure a high level of compliance and good corporate governance for our many NGO partners around Europe. This work took on new significance recently when many of our NGO partners faced a series of legal obstacles as a result of the COVID-19 pandemic. We provided necessary support to ensure that our partners could continue to undertake their important work within our communities.



Ulvia Zeynalova-Bockin
Partner and Co-Managing Officer, Baku

"Our pro bono work for non-profits is not always glamorous – reviewing internal regulations, board resolution, helping them register presence in places their services are needed and the like – but it is fundamental in order to promote a sustainable and resilient civil society."



Tracking progress

Annual monitoring and evaluation

We take seriously the importance of tracking our progress toward implementing the ten principles of the United Nations Global Compact. Accordingly, we engage in a broad annual review of our internal policy and practice in the areas of human and labor rights, environmental sustainability and anti-corruption. This review process is coordinated through our Sustainability and Governance Committee. It feeds into our annual UN Global Compact reporting and informs the further development of our ESG and Sustainability strategy.

Accolades (2020-2021)

Business Leader: Vibrant Workplace

ABSL Diamond Awards 2020

Women in Business Law: International Firm of the Year

LMG Women in Business Law
Awards Europe 2021

Standout Firm For Diversity

FT Innovative Lawyers Europe
Awards 2020

Law Firm of the Year: Germany

LMG Women in Business Law
Awards Europe 2021

Award For Pro Bono Support During COVID -19

Rzeczpospolita, 2020

Gender Diversity: International Firm of the Year

LMG Women in Business Law
Awards Europe 2021

Talent Management: International Firm of the Year

LMG Women in Business Law
Awards Europe 2021

Best International Pro Bono Award

LawWorks Pro Bono Awards 2020

Best International Pro Bono Award

LawWorks Pro Bono Awards 2020

Best International Firm for Pro Bono Work

LMG Women in Business Law
Awards Europe 2020

CSR Innovation (Multi-Firm)

Legal Innovation Awards 2020

Stonewall Top Global Employer 2020

Stonewall

Law Firm of the Year: Russia

LMG Women in Business Law
Awards Europe 2021

Law Firm of the Year: Central Europe

LMG Women in Business Law
Awards Europe 2021

Innovation in Social Responsibility

FT Innovative Lawyers Awards
Europe 2020

About Dentons Europe LLP

Dentons Europe LLP is an English limited liability partnership with registration number OC316822. The Firm also operates in the UK through its subsidiary, Dentons Europe (London) Limited, and overseas through its branches, subsidiaries and affiliates.

We provide a full range of legal services to corporate clients from many sectors, including but not limited to energy, financial institutions, franchise, global private services, hotels & leisure, insurance, life sciences and healthcare, manufacturing, private equity, retail, technology, media and telecommunications, transportation and infrastructure, venture technology and emerging growth.

We are a part of Dentons, a global legal practice providing client services worldwide through its member firms and affiliates.

ABOUT DENTONS

Dentons is the world's largest law firm, connecting top-tier talent to the world's challenges and opportunities with 20,000 professionals including 12,000 lawyers, in more than 200 locations, in more than 80 countries. Dentons' polycentric and purpose-driven approach, commitment to inclusion and diversity, and award-winning client service challenge the status quo to advance client interests.

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