

# UN Global Compact Communication on Progress

AGP Advokater AS



14 February 2022



# To our stakeholders



I am pleased to confirm that AGP Advokater AS 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,

Lars André Gjerdrum  
Managing partner



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# Sustainable Development Goals

In January 2020, AGP Advokater AS (AGP) was established with a set of values of being innovative, inclusive and trustworthy. Within these values was a clear vision - our social and sustainability commitment goes beyond being a lawyer. To be able to further excel on our sustainability commitment we decided to join United Nations Global Compact in 2021.

We all have a responsibility for our shared future and we will contribute our way. The Ten Principles of the United Nations Global Compact and the United Nations Sustainable Development Goals shall form the starting point for our environmental and social engagement. For our first year as a member, we have selected three goals where we believe we can make the greatest impact, and will in this report outline our work thus far.





# Human rights

AGP Advokater has implemented the following actions to support and respect the protection of internationally proclaimed human rights:

- We are compliant with “The Universal Declaration of Human Rights” from the United Nations and with “The European Convention on Human Rights” from the European Union.
- We ensure workers are provided safe, suitable and sanitary work facilities.
- We have a zero tolerance for discrimination of any kind.



- We have gone into an agreement with a volunteer organization called Rettshjelpsentralen. They offer free legal aid to those who have limited resources. We believe in equal access of justice to all, and as a law firm it feels important and good to contribute with our knowledge and time.



# Diversity

We are convinced that the best advice comes from a team of employees from different backgrounds and genders. Diversity is a focus area for us at AGP. We are proud to have an approximately equal proportion of women and men in the office, as well as a female Chair of the Board.

Diversity is always a focus when recruiting new employees, or when promoting current ones.

We believe education is key to break through the diversity barrier and are committed to educate ourselves on the topic. We have set aside time to take the Gender Equality E-Learning Course and will in the future focus on more education for our employees.





# Labour



At AGP we are committed to work-life balance. As an employee of AGP, one will have the opportunity to fill one's life with more than just work.

We have a different ownership model than most law firms - **at AGP we are all owners**. We believe this will ensure that the employees all gets rewarded for their great work. It simply creates another level of ownership.

During the COVID-19 pandemic, the whole world was faced with challenges and needed to adjust. These were our actions performed:

- We decided early on not to make anyone redundant, instead we hired people during the pandemic.
- Whilst working from home we ensured our employees maintained a good mental and physical health, through daily digital meetings, weekly social and non-work related activities such as quiz and other entertainment.
- We ensured everyone was set up at home with the appropriate equipment and encouraged to go for walks/keep physically active.
- After returning to the office we have seen the need to adjust the way we work. As much as we all love being back, going forward we will be implementing a more flexible workweek with a possibility to work from home.





# Environment

We are proud of our great environmental focus, and we are constantly working on how to create a greener working day.

To ramp up the environmental engagement internally we entered a competition called "Klimakonkurransen". In the competition, the goal was to leave behind the smallest carbon footprint. We logged activities for 15 days and ended up winning the competition. We saved a total of 1 314 kgCO<sub>2</sub>e, which equals the kgCO<sub>2</sub>e absorption of 132 trees! We have already signed up for a new round in 2022.

Other environmentally friendly actions performed:

- We always seek out suppliers with a climate friendly policy, we choose locally produced products where it is allowed for.
- We rarely travel for business, but when we do, we encourage environmentally friendly means of transportation.
- We keep our emailing to a minimum; we use Teams as our main means of communication.
- We keep merchandise and other tangible products to a minimum to ensure a smaller carbon footprint.







# Ethics, compliance and anti-corruption



As lawyers, it is in our nature to have high ethical standards. In addition to adhering to The Norwegian Bar Association's Code of Conduct, we have further built on this and made AGP Ethical Guidelines. We make sure all our employees are well informed of and follow these guidelines.

AGP opposes corruption in all its forms, including extortion and bribery.

As a law firm we are also subject to the Money Laundering Act. We have Anti-Money Laundering procedures in place that both employees and clients are well informed of and follow.



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# Measurement of outcomes

Throughout our first year as a member of UNGC we have learnt a great deal and as we continue this journey we expect to further learn and evolve. The following is a summary of how we measure the outcomes of our actions described in this presentation:

- **Human Rights**
  - E-learning courses and knowledge testing
  - Number of cases taken on by Rettshjelpsentralen
  - Our staff being made up of a mix of genders and backgrounds
- **Labour**
  - Yearly performance reviews and regular 1-to-1 with nearest manager
- **Environment**
  - Measure of CO<sub>2</sub> saved
- **Ethics, compliance and anti-corruption**
  - Ensure all AGP employees are educated and that we only take on clients that adhere to these standards



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