

Bech·Bruun

CSR

CSR EFFORTS
IN 2021

Contents

Introduction

We take responsibility

03

03

CSR

04

People

06

A responsible employer

07

New ways of working

08

Common framework

09

Talents of the future

10

A flexible work life

12

Denmark's leading teams

14

Among the best in the industry

16

Happy anniversary!

17

Internationally renowned advisers

18

An attractive workplace

20

Appointments at Bech-Bruun

22

Talent development based on several parameters

24

An international outlook

28

developing the talents of the future

28

Society

30

Our corporate social responsibility

31

Sustainable partnerships for a greener future

32

Pro bono

34

Our knowledge makes a difference

38

Environment

42

A targeted effort

43

Climate-conscious canteen

44

Green future – a natural investment

46

Ethics & compliance

48

Ethical conduct as a guiding principle

49

Secure foundation for a society

built on the rule of law

50

Ethics and openness

53

Lead position in compliance

54

One step ahead on data protection

55



We take responsibility

We are delighted to confirm, for the thirteenth year running, our commitment to the UN Global Compact and the Ten Principles within these focus areas: People, Society, Environment and Ethics & Compliance. Once again this year, we are keen to contribute to promoting internationally recognised conventions on human rights, labour rights, the environment and anti-corruption. During the year, we implemented a number of CSR initiatives as outlined in this report.

Translating thought into action

At Bech-Bruun, we are committed to operating with respect for the surrounding community. We therefore approach very seriously the task of translating these principles into specific initiatives.

At the same time, having embraced the Code of Conduct of the Association of Danish Law Firms, advokatKODEKS, we work with the adopted parameters of openness, social responsibility, handling of ethical dilemmas, focus on clients and employees, and diversity.

Our most important resource

At Bech-Bruun, we build our business on fundamental values of collaboration, because we believe that collaboration strengthens the skills of the individual employee and enhances our organisation as a whole.

Our employees and their highly specialised expertise are our single most important resource, and through our comprehensive development and training programmes, we work closely with our employees to strengthen their personal and professional skills.

Diversity on the agenda

Both as a company and as a corporate citizen, we are keen to lead from the front to create a positive change in the industry. To this end, we put gender diversity at the top of our agenda in 2021, introducing specific targets for the future gender composition at Bech-Bruun, which we aim to reach over the course of the next decade.

Sustainable development

As a law firm committed to corporate social responsibility, we are making concerted efforts to contribute to the sustainable development of the society in which we operate. We believe we do this best by sharing our specialist knowledge.

With our BB Impact partnerships, we provided free advice throughout 2021 to a number start-up businesses that support the UN Sustainable Development Goals. In this forum, entrepreneurs received legal advice and strategic guidance to help realise their visions. We also provided pro bono advice to a number of organisations, including several voluntary projects focused on the well-being of children and adolescents.

Our climate footprint

After yet another year of COVID-19 restrictions, limited physical presence at our offices and significantly reduced travel activity, we emitted considerably less carbon dioxide in 2021 compared with the pre-pandemic years. These changes have provided us with new information on the areas in which our resource consumption is the greatest and in which we can change our conduct in the future to reduce our carbon footprint. This knowledge will form the cornerstone of our future climate strategy.

Our ethical responsibility

Based on our in-house Code of Conduct and the Code of Conduct for the Danish Bar and Law Society, we have a natural focus on decent and responsible conduct. Ensuring the highest ethical standards both in-house and among our clients lies at the core of everything we do. Moreover, in 2021, we initiated the drafting of an expanded supplier policy with a view to ensuring that our business partners uphold the same high ethical standards as we do.

Heightened focus on data security

With the rapid expansion of digitalisation, compliance, data protection and data ethics considerations have become more important than ever. At Bech-Bruun, we are committed to being at the forefront of developments, both in terms of data security and data management in-house and when we assist our clients.

Looking back at 2021

At Bech-Bruun, we build our business on a foundation of cross-organisational collaboration, a high degree of responsibility and a fundamental respect for the surrounding community. There is a natural crossover to our CSR activities, as we take our corporate social responsibility very seriously, making dedicated efforts based on our legal expertise and contributing to building a more sustainable future.

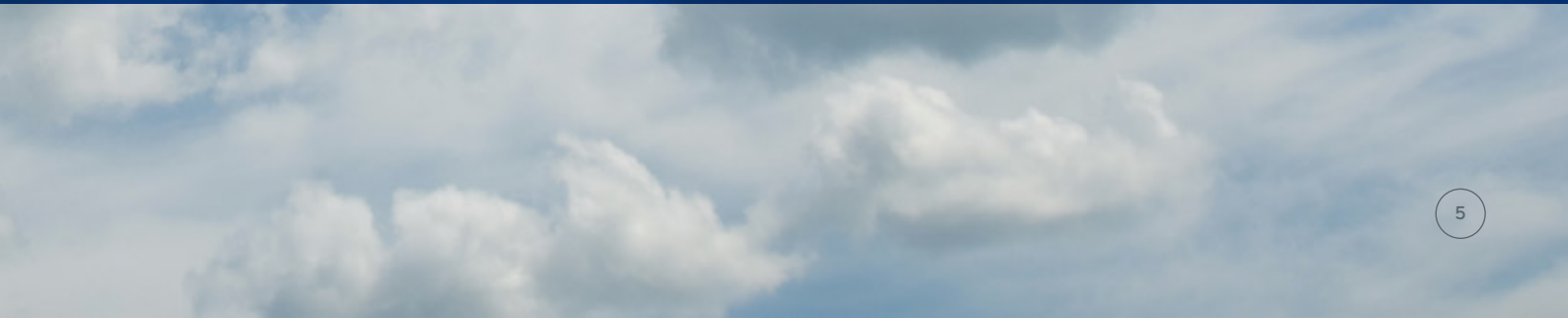
Thank you for reading.

Steen Rode
Chief executive partner



CSR

At Bech-Bruun, we act with respect for the society of which we are a part. As a law firm, corporate citizen and an employer, we are committed to contributing to a sustainable development of society. We have for a number of years complied with the Ten Principles of the UN Global Compact on corporate responsibility, thus naturally incorporating the principles into our business operations. In 2021, using our knowledge as a platform, we once again contributed actively to meeting the UN Sustainable Development Goals.



People

At Bech-Bruun, we consider our employees our most important resource and strongest tool to achieve our goal of providing our clients with the best legal advice. People and their knowledge and expertise thus form the core of our business. In 2021, we therefore strengthened our focus on our employees' individual development, well-being and job satisfaction as well as their career opportunities.

Our ambitions

- We will provide our employees with the best foundation for development, professionally as well as personally, through targeted development programmes.
- We will provide our employees with access to the best career opportunities through a strong focus on talent development.
- We will ensure a more equal distribution between men and women by defining specific targets for gender diversity.
- We will strengthen the well-being of our employees through a continued focus on management and building a good working environment.

Our 2022 targets

- To strengthen our efforts to ensure the best possible skills and career development for our lawyers at all levels.
- To continue our efforts to improve the framework for gender equality and our efforts to meet our gender diversity targets.
- To enhance our focus on management, employee well-being and working environment.



A responsible employer

In a knowledge-intensive company such as Bech-Bruun, skilled employees are in great demand, and we require high standards from our employees in respect of both performance and the effort put in by the individual. The fast pace and complex type of work naturally entail a risk that the well-being of some employees may be adversely affected. At Bech-Bruun, we make dedicated preventive efforts to ensure the well-being of our employees.

The same applies to interpersonal relationships. When hundreds of very different people work in the same location, there is an inherent risk of conflicts, and we are fully committed to being able to address and handle any such conflicts.

Finally, as people, we go through many phases in our personal lives simultaneously with our work lives. Critical situations may arise here as well, requiring Bech-Bruun as an employer to be ready and able to provide help and advice.

Dissatisfaction in a company such as ours always sounds alarm bells and requires immediate action, regardless of cause. In such situations, we activate our extensive range of policies on behaviour and related processes in order to ensure that we are always ready to handle any risk situation involving our employees.

In our capacity as an employer, we support the first and second principles of the UN Global Compact on the protection of human rights in the areas in which we operate and have influence. We also contribute to achieving the UN Sustainable Development Goals (SDGs), namely SDG 3 on good health and well-being and SDG 5 on gender equality.



New ways of working

Every day, our 500+ highly skilled professionals work to ensure that our clients receive the best service and advice. Being among the very best in the country places great demands on our employees' performance and professional skills. This is why employee development remained a top priority at Bech-Bruun in 2021.

As a leading law firm, we play an important role in the individual employee's personal and professional development. In the past year, we zoomed in on future needs.

Over the past several years, we have trained our employees and developed their skills through our special Bech-Bruun training and development programmes, which are aimed at law students, junior associates, associates, managing associates and partners. These focused training and development programmes allow our employees to further strengthen their personal and professional skills. We believe that lifelong learning is the key to offering our clients the very best service and advice.

Individual performance

Our working lives have undergone rapid changes in the past few years, in which COVID-19 greatly impacted the needs

of our clients and our working practices and the ways our employees carry out their work. Remote collaboration became a necessity during a time when we also saw an unprecedented demand for our services. The combination of these two factors puts great demands on individual performance, and we were therefore keenly focused on understanding the new needs that have arisen as a consequence. This will be a key action area for us over the next couple of years.

Spotlight on talent

At Bech-Bruun, we are critically dependent on our ability to attract and retain the legal profession's most talented individuals. And we know that this requires individually tailored career development. For this reason, we left no stone unturned in strengthening our in-house talent development in 2021 to ensure that we will continue to be able to attract, retain and develop the very best profiles in the

profession going forward. In addition, we see a strong correlation between talent development and increased gender diversity among our partners. We have a clear goal of achieving a more balanced representation of men and women through individually tailored talent development.

INITIATE

– Your potential.

Development programme for law students

RISE

– Qualify your talent.

Training and development programme for junior associates

STRETCH

– Unfolding talent. Together.

Management and development programme for associates

Common framework

In a workplace such as ours, it is essential to have a clear framework for how we interact with each other. At Bech-Bruun, we have adopted a number of policies on behaviour in the workplace.

Common to our adopted policies is that they are intended to contribute to the personal well-being of every individual employee and to ensure a healthy working environment. All policies and

related recommendations for measures to be taken are readily accessible to our employees and are continuously updated to reflect developments at Bech-Bruun and in society in general.

- Diversity policy
- Anti-bullying and anti-harassment policy
- Stress policy
- Whistleblowing scheme
- Alcohol and substance-abuse policy
- Crisis policy



Talents of the future

A new generation of legal talent is knocking on the door to the legal profession these years. They are ambitious and committed, but they also have high demands for a work/life balance with room for personal freedom.



13 employees were seconded during 2021

7.7 years is the average seniority at Bech-Bruun

534 employees
– 279 women, 255 men

For the legal specialists of the future, ambition and career aspirations go hand in hand with a desire to have a work life that offers room for flexibility and an individualised career path.

Young talents are hard-working and ambitious, but they expect something in return for their commitment and efforts. And that places new demands on Bech-Bruun as an employer.

"Today's generation of legal talent has quite different expectations for their work life. They expect high standards in terms of management, personal development and flexibility in their day-to-day work life as a prerequisite for thriving in a career with a law firm such as ours," says Chief Executive Partner Steen Rode.

Bech-Bruun has a clear goal of becoming even better at retaining the brightest talents. We are committed to ensuring that our employees receive the management guidance and individual development opportunities that they all need in order to build on their talent and fulfil their potential at Bech-Bruun.

Diversity is strength

Bech-Bruun is the first Danish law firm to define targets for the future level of gender diversity among our partners. These targets call for increased attention to targeted career development for our many talented employees.

"We are first movers in the legal profession, sending a clear signal that we want to contribute to positive change. However, these targets are also an important tool in bolstering our business for the requirements of the future. And in that context, having a strong group of partners is essential. We'll need a different level of breadth and diversification, and we are acting on that," says Chief Executive Partner Steen Rode.

One of the tools for ensuring a broad and strong group of partners is to significantly strengthen efforts in the fields of talent development and management in the coming years.

The Board of Directors of Bech-Bruun has adopted targets for gender distribution

Partners

During the period from 2021 to the end of 2025, it is our objective that at least one third of new partners at Bech-Bruun are women.

During the subsequent five years, from 2026 to the end of 2030, our objective is that Bech-Bruun achieves equal gender distribution among new partners.

At Bech-Bruun, we define the partners as the firm's general management.

board member should be a woman, and that the number of female board members should increase as and when more female partners were appointed.

Currently, Bech-Bruun's Board of Directors consists of six male members and one female member, who also chairs the board.

The objective of having one female board member has therefore been fulfilled. The target figure is regularly reviewed. The next review will be performed in connection with the next board election taking place in 2022.

At Bech-Bruun, we want increased diversity in our management and aim for a gender balance among our partners.

We aim to achieve this by increased focus on talent development among our employees, regardless of gender. More specifically, this entails better alignment of expectations among employees at all seniority levels, ongoing dialogue on opportunities, wishes and ambitions, upgrading of management skills, etc.

Board of Directors

At the beginning of the current board term, the Board of Directors of Bech-Bruun resolved that at least one

A flexible work life

Lawyers may struggle to achieve a good work-life balance. Pursuing a career while at the same time starting a family requires compromise and discipline.



Louise balances her job as a lawyer with having four children

Louise Thornemann is a senior associate in our IP & Trademarks team in Aarhus. Having worked as in-house counsel in the fashion industry for a number of years, she returned to Bech-Bruun in 2018, where she specialises in intellectual property law.

“I chose to work for Bech-Bruun because the high degree of specialisation in a large law firm appeals to me,” says Louise, commenting on her return to Bech-Bruun.

Flexibility saves the day

In addition to being a highly specialised lawyer and adviser to Danish and international clients in the field of trademark law and design, Louise is also the mother of four children. And that requires a great degree of flexibility in her day-to-day life.

“It’s important to me to have time for both my work and my family. My children are still young, and I prioritise having time with them every day. To achieve this, I have, for example, chosen not to take on litigation work, which would sometimes require me to work many extra

hours and is characterised by a high degree of unpredictability. This is a compromise I’ve made in order to balance my roles as a lawyer and a parent. Naturally, it follows that I currently don’t pursue certain career opportunities. On the other hand, I know that I always deliver full value to our clients,” says Louise, commenting on combining career ambitions with a family life.

Louise began her career as a junior associate with Bech-Bruun and now has more than ten years of experience as a lawyer.

Career and family life go hand in hand

Senior Associate Per Speyer Mellemgaard works in Bech-Bruun's Dispute Resolution, Construction, Insurance and Transport team in Copenhagen. He specialises in dispute resolution and insurance law, advising primarily large companies in connection with lawsuits and arbitration proceedings.

"As a lawyer, you solve problems, and I like that," says Per of his approach to his role as a lawyer.

Discipline and prioritisation

Per mainly works with lawsuits and arbitration proceedings. That requires extensive preparation and an unwavering focus in the period leading up to the trial. Per and his wife have two small children, and the varying working hours sometimes make great demands on family life.

"You must prioritise and be disciplined in order to balance work and a family life. Both require considerable efforts, so it's crucial that I can be flexible both at home and in the office, and that I'm

met with understanding. Flexibility allows me to thrive in my job and to prioritise my children in the morning and be home for supper with my family," says Per.

Per has been employed with Bech-Bruun since 2012, when he joined the firm as a law student. He now advises insurance companies and other business clients and has extensive experience in commercial disputes and litigation.



68 partners
– 8 women, 60 men

124 associates
– 56 women, 68 men

96 junior associates
– 43 women, 53 men

Denmark's leading teams

In 2021, Bech-Bruun's Data Protection and Labour Law teams were ranked as the best in Prospera's Tier 1 Law Firm Review Denmark based on a survey carried out among players in the Danish market. We are particularly proud of this recognition because our business is built on a strong platform of collaborative and innovative specialists. Together, we create the best solutions and the highest value for our clients.



Data protection

Bech-Bruun's Data Protection team counts some of Denmark's most talented specialists. Their sought-after advisory services centre on practical solutions, and they are highly experienced in advising clients across specialty areas. That is why collaboration takes centre stage when the team is navigating the increasingly complex data protection rules.

"We're best when we collaborate across our specialty areas, and this is where value is created. This is an important factor, both in our team and in the collaboration with our clients," says lawyer and Partner Mikkel Friis Rossa, who heads up Bech-Bruun's GDPR team.

Britt Jensen
Cecilie Frey Sørensen
Charlotte Bagger Tranberg
Christian Texel Svendsen
Christine Kock
Daniel Bo Pedersen
Egil Husum
Emil Brockstedt Marburger
Johanne Eeg Pedersen
Julie Lauge Gertsen
Kasper Bilde Nielsen
Kasper Bjerre Hendrup Andersen
Katrine Drest Jørgensen
Kristina Brunse
Mikkel Friis Rossa
Nanna Hvidkjær Frederiksen
Nilas Monberg
Sarah Legarth Rekler
Susanne Stougaard
Thomas Munk Rasmussen
Trine Hanskov Rosenberg



Labour law

Based on its broad and in-depth expertise in labour and employment law, our dedicated Labour Law team offers both a big-picture perspective and detailed knowledge in its advisory services. The team's highly skilled experts provide legal advice based on their unique market insight and knowledge of the challenges faced by every individual client.

"In our team, we approach our work with expertise and dedication and quickly familiarise ourselves with the client's situation. Taking a thorough and structured approach, we ensure that our clients receive the best advice. This requires a high degree of professionalism and the ability to collaborate, which is what our many talented employees deliver every single day for the benefit of Bech-Bruun's clients," says lawyer and Partner Lise Lauridsen, head of Bech-Bruun's Labour and Employment Law team.

Andrea Andersen
Cecilie Sletskov-Hjorth
Hannah Kock Thorslund
Kristine Sofie Schlüter
Lars Svenning Andersen
Lea Lipczak Nielsen
Lise Lauridsen
Lærke Graugaard
Morten Ulrich
Nicklas Lind Mortensen
Nikolaj Lollesgaard
Peter Klint
Poul Gade
Sandro Ratkovic
Sara Maria Christensen
Sara Omar Ahmed
Sofie Bisgaard-Frantzen
Susanne Friis Hansen
Tina Overgaard Sørensen

Among the best in the industry

As a specialised law firm, our employees are our most important resource. The core of our business is their knowledge and expertise. It is therefore crucial that our employees rank among the best in their individual fields so that our clients will always have the strongest specialists on their cases.

Talent 100



Senior Associate Christoffer Hornslet stood out as one of the greatest talents in the Danish business community when he was selected for Berlingske's Talent 100 in 2021. Christoffer began his career with Bech-Bruun as a law student in 2015. Since then, he has worked in the fields of real estate and construction law. Already at the beginning of his career, Christoffer demonstrated enormous potential and a passion for the legal and commercial aspects of real estate, and he is now highly specialised in his field.

Using his extraordinary ability to stay focused in extremely complex and comprehensive cases, Christoffer quickly identifies and understands the crux of the client's challenges and takes responsibility for prioritising the legal implications involved. With Berlingske's nomination of Christoffer, Bech-Bruun finds itself on Berlingske's Talent 100 list for the 13th consecutive time.

New CFO



Bech-Bruun welcomed our new CFO, Mads Aagaard Winther, in November. The new head of Bech-Bruun's financial affairs brings more than twenty years of experience from the advertising and communications industry, having worked for Danish as well as international corporations.

"With Mads Aagaard Winther as our new CFO, we'll have a fresh but also a highly experienced perspective on our business and our strategy for the coming years," Anne Buhl Bjelke, chairman of the Board of Directors, said last autumn. In 2021, Bech-Bruun experienced an unprecedented level of activity across several legal specialisms. That is the starting point from which Mads will help to strengthen the business even further.

Mads took up his position as CFO on 1 November 2021 and is a member of the Executive Management of Bech-Bruun together with Managing Director Christian Ejvin Andersen and Chief Executive Partner Steen Rode.

Young talents in real estate



In 2021, Estate Media Denmark included Associate Sofie Michalsik on its list of the most talented young people in the real estate sector. Sofie began her career with Bech-Bruun as a law student in 2014 and has been part of Bech-Bruun's Real Estate & Construction team since 2016. With her enthusiasm, per-

sonal strength and ability to make clients feel that they are in good hands, Sofie has – despite her youth – already positioned herself as a trusted adviser among some of the largest Danish and international players in property transactions in the Nordic region.

"Sofie possesses an extremely rare combination of people skills, business acumen and a strong professional ability to make complex legal issues easy to understand," said lawyer and Partner Steen Puch Holm-Larsen, Real Estate & Construction.

Litigation Star



Lawyer and Partner Jes Anker Mikkelsen was once again nominated as a 'Litigation Star' by Benchmark Litigation, the world's leading guide to litigation firms and lawyers.

Jes specialises in maritime and transport law. With a CV listing more than one hundred Supreme Court cases and an even higher number of lower court cases and arbitration proceedings, Jes has been one of Denmark's most esteemed lawyers in international law for many years. Jes will be stepping down as partner of Bech-Bruun to take retirement at the end of 2021.



Mikkel Friis Rossa
 Susanne Stougaard
 Inge Kirstine Skou
 Morten Krogsgaard
 Anne Buhl Bjelke
 Jesper Kaltoft
 Jesper Rothe
 Randi Bach Poulsen

Happy anniversary!

Many of our specialists celebrated their anniversaries with Bech-Bruun in 2021.

10 years

Partner **Mikkel Friis Rossa** is one of Denmark's leading lawyers in GDPR, digital transformation and intellectual property law. Mikkel heads Bech-Bruun's Data Protection team, which was nominated as the leading team in Denmark by market intelligence agency Prospera in 2021. In 2011, Mikkel obtained an LLM specialising in IPR from the Queen Mary University of London, and in 2013, Berlingske Business selected Mikkel as one of the top 100 talents under the age of 35.

Partner **Susanne Stougaard** specialises in data protection compliance and advises Danish and international businesses, public enterprises and public authorities on compliance within all areas of data protection law. In 2017, Berlingske Business nominated Susanne as one of the 100 greatest talents under the age of 35 in the Danish corporate sector. She has extensive teaching experience and has, among other things, helped develop Bech-Bruun's DPO programme.

Managing Associate **Inge Kirstine Skou** joined Bech-Bruun as a junior associate in 2001 and has since specialised in intellectual property law and marketing law. She was appointed managing associate in Bech-Bruun's IP & Trademarks team in 2019. Trademarks and marketing are her primary areas of expertise, and she advises both Danish and international clients in those fields.

20 years

Partner **Morten Krogsgaard** began his career with Bech-Bruun as a junior associate in 2001. Morten is now one of Denmark's leading experts in international finance law. His extensive experience includes acquisition financing, project financing, bonds and structured products.

In 2021, Partner **Anne Buhl Bjelke** celebrated her 20th anniversary with the firm and with it her new role as chairman of Bech-Bruun's Board of Directors. Anne has long-standing experience in the field of insurance law and dispute resolution. In 2011, she was nominated for the list of young talents of corporate Denmark under the age of 35 on the Berlingske Business Talent 100 list. In addition to being a partner and Chairman of Bech-Bruun, Anne also chairs IBA's Insurance Committee. Anne recently completed her training as mediator with the Association of Danish Law Firms.

Partner **Jesper Kaltoft** specialises in competition and procurement law, and has advised numerous Danish and international clients over the years on navigating within the framework of competition law. Jesper has been an external lecturer at the University of Copenhagen for quite a few years, and he has also taught at the training programme of the Danish Bar and Law Society, where he now undertakes the role of external examiner.

40 years

Partner **Jesper Rothe** began his career as a junior associate with Hrs. Børge Koch (now Bech-Bruun) in 1981. He later took up a position with Pontoppidan, Philip & Partnere where he was partner and chairman of the board of directors for several years. He was also one of the driving forces behind the law firm's merger with Bech-Bruun in 2012. Jesper advises both Danish and international clients on business transfers and company law, and he sits on the boards of various associations and companies.

Associate **Randi Bach Poulsen** began her career at the former law firm of Saltorp, Hald og Andersen in 1981, which later became part of Bech-Bruun through a series of mergers. Randi has been a partner of Bech-Bruun for several years and held the position of managing partner during the period 2007-2014. From 2014 until now, she has devoted the majority of her time to private equity, board work and advising clients on all aspects of partner-owned businesses.

Internationally renowned advisers

We want to be our clients' preferred legal advisers at all times. Internationally recognised rating agencies, including Legal 500, Chambers and IFLR1000, regularly evaluate our firm's advisory services in terms of transactions and successful lawsuits, the level of client satisfaction and testimonials by other law firms. Our legal experts receive high recognition from these agencies, and Bech-Bruun is ranked among the best law firms in Denmark. Our high degree of specialisation, market insight and strong advisory services once again positioned us at the very front of the Danish market in 2021.

Legal 500

"Bech-Bruun is not merely the sharpest legal team, they are also trusted advisors to the client's management team, advising on strategic considerations, commercial aspects and negotiation tactics. Importantly, they create a good atmosphere with counterparts, leading to constructive solutions, rather than just pressing insular points. They also have the courage to help their clients find reasonable compromises in a negotiation."

"Bech-Bruun has a good ability to think commercially and to understand our company's commercial needs and priorities. They provide our company with "all-around advice" and possess great expertise in all legal areas."

Chambers Europe

"They offer quick responses and know our industry."

"Highly responsive, technically excellent and well connected."

Chambers Global

"Bech-Bruun delivers work of the highest standard in all aspects. Occasionally we have cross-border elements to transactions and in all cases Bech-Bruun has coordinated the work with reputable local firms."

"I have a very good impression of Bech-Bruun; they have a high degree of knowledge, quick turnarounds and are very reliable and easy to work with. We worked on a pan-Nordic transaction together, which they handled without any problems."

IFLR 1000

"Excellent. They are solution-oriented and pragmatic."

"Timely, service-minded, legally strong and strategically sound."

"High-quality legal advice. Visibility in the market. A good ability to put themselves in the company's place. Solution-oriented. Good at handling large complex projects."



Creative, strategic and commercial, while maintaining top-notch integrity. In a field, where many other lawyers are good, Bech-Bruun goes the extra mile for their clients and are always accessible.

Legal 500



The advice is clear and timely, with a great understanding of our organization and the political landscape.

Chambers Europe



Timely, service-minded, legally strong and strategically sound.

IFLR1000




An attractive workplace

The legal profession's budding talents dream of working with Bech-Bruun. This was the conclusion of an annual survey carried out by employer branding business Universum to identify which employers Danish law students find the most attractive.





We want to be at the forefront of developments and for that we need the top talents of the legal profession. Therefore, having a strategic focus on being an attractive employer to the legal talents of the future is paramount.



Bech-Bruun is one of the most attractive workplaces in Denmark. That was the opinion of the Danish law students who once again placed Bech-Bruun at the top of the list in a survey carried out by Universum. This means that Bech-Bruun retains its position as a top-ranking law firm on the list:

“We want to be at the forefront of developments and for that we need the top talents of the legal profession. Therefore, having a strategic focus on being an attractive employer to the legal talents of the future is paramount. Among other benefits, we offer a range of supportive functions as part of our general talent development, including a structured onboarding programme, dedicated team members responsible for law students and an active association for law students. We have a clear ambition to stay among the top-ranking law firms on the Danish law students’ list of dream jobs, and we intend to focus intensively on successfully attracting budding legal talent and to ensure that they get a flying start to their careers with us,” says Anne-Marie Sparre Avnsted, Head of HR and Administration.

Talent development from day one

Developing upcoming talent is given high priority at Bech-Bruun. Targeting law students and junior associates, our in-house INITIATE and RISE development programmes contribute to creating a framework for the careers of our young talents while also providing them with the tools to forge a balanced work life in which they will thrive and grow as lawyers and as people. According to Anne-Marie, focusing on the development of the firm’s young talents is precisely what makes Bech-Bruun an attractive employer:

“We’re committed to the development of all our employees and, importantly, also our youngest talents. It’s crucial to us that our law students are taken seriously, grow in their jobs and gain self-knowledge so they become aware of their strengths and weaknesses. At the end of the day, this will give them the best start to their careers, and I think that many find that particularly attractive,” Anne-Marie explains.

59 have more than twenty years of experience

+15 different languages are spoken fluently



Appointments at Bech-Bruun

In 2021, we celebrated several appointments at Bech-Bruun. At the beginning of the year, we expanded our group of partners with the appointment of data protection specialist Charlotte Bagger Tranberg. Bech-Bruun's group of managing associates was also strengthened during the year. Estate planning specialist Lisbeth Povlsen was made managing associate in February, and insolvency law specialist Rune Richelsen joined Lisbeth and the other managing associates of Bech-Bruun in mid-2021.

+50 lecturers at universities, in the corporate sector and in the Bech-Bruun Academy

+70 appointments to boards, trade organisations and committees



Managing Associate Lisbeth Povlsen

Lisbeth is an estate planning expert, and since joining Bech-Bruun in 2013, she has contributed to positioning Bech-Bruun's estate planning team as the leading team in this field in Denmark, leveraging her strong focus and professionalism. Lisbeth heads up the estate planning team and is responsible for our advisory services on estates of deceased persons and the administration of estates:

"What motivates me is that we help clients and give them peace of mind in delicate situations that do not revolve around the law and financial affairs only. We provide professional expert advice in a personal, dedicated and caring setting, and we're often given the role as a special trusted sounding board," comments Lisbeth, who in her capacity of managing associate helps lift the management task and the responsibility for the overall, in-house project management and leadership in Bech-Bruun's estate planning team.

Managing Associate Rune Richelsen

Rune specialises in insolvency law. Since joining the firm in 2006, Rune has significantly strengthened Bech-Bruun's position in the area of financial restructuring. Rune's role at Bech-Bruun is characterised by his strong passion for the law and his high level of expertise. With his new title as managing associate, he has been entrusted with greater responsibility for day-to-day management and for ensuring a continued strong level of expertise in Bech-Bruun's Restructuring team.

"I found my calling in insolvency law as this area spans almost every legal discipline, including litigation, transactions and many other disciplines in between," says Rune. In his role as managing associate, Rune will contribute even more to strengthening collaboration at Bech-Bruun, which he sees as a "modern and leading law firm and a first mover in many areas".

Partner Charlotte Bagger Tranberg

Charlotte is one of Denmark's leading experts in data protection law and has special expertise in the interface between GDPR and new technologies, such as artificial intelligence, Big Data and biometrics. Charlotte joined Bech-Bruun in 2013 with a PhD in data protection law from Aalborg University. With her strong professionalism, impressive work ethics and constructive approach to data protection law challenges, she has since then been a central figure in the development of data protection law at Bech-Bruun, to the delight and benefit of our clients. Charlotte also made valuable contributions to the development of Bech-Bruun's successful DPO programme and the legaltech area.

"Bech-Bruun is very much a forward-looking firm, in my opinion. My own appointment with a Master of Science in Business Administration and Commercial Law and my subsequent promotion to partner are both good examples of a law firm that is quite unconventional. I find it highly motivating to be part of a firm that has the courage to do this. We are good at thinking innovatively and creating solutions that work for our clients," says Charlotte, who with her more than 20 years of experience in data protection law is a strong asset in Bech-Bruun's group of partners.

Talent development based on several parameters

At Bech-Bruun, we give priority to developing talent and make every effort to support our employees in their personal and professional development in the best possible manner. Lawyers 'raised' at Bech-Bruun are given highly specialised training and in-depth understanding and a flair for business. We invest in the development of our lawyers and support them on their journey from budding talents to specialist advisers.



Working in a firm whose clients expect high quality and dedication appeals to me

'Positive knowledge' of Bech-Bruun and recommendations from other law students motivated Mikkel Anker Heegaard to apply for a position as project student in Bech-Bruun's M&A Corporate team in 2010. Now, eleven years later, he is a senior associate in the same team, working with large and complex corporate transactions. The reason for his passion for transactions at Bech-Bruun? The combination of a good atmosphere in the office, the possibility of continuous professional development and the types of cases "which only a large law firm is able to attract":

"To me, Bech-Bruun is a workplace where you can be yourself without being forced to fit into a predefined framework. We work in an environment characterised by a high level of expertise and professionalism, but with space for different personalities and skills. Emphasis is on being your own person yet willing and capable of establishing strong relationships – both in-house between colleagues and externally with clients. And

working in a firm whose clients expect high quality and dedication appeals to me."

Being able to specialise in individual areas of the law, the commercial perspective of the law and the high level of expertise also make Bech-Bruun a natural choice of employer if you have the ambition to become a really good lawyer:

"We maintain an ongoing, open and honest dialogue on future ambitions, but also on any reservations and personal considerations. Moreover, I see a great commitment from the firm to provide opportunities for me to develop as an adviser coupled with an ongoing assessment of which aspects could be improved or highlighted. In my opinion, career ambitions aren't necessarily synonymous with a particular position or level in the organisation. To me, it's more about being offered a good setting for continuous development and improvement and the chance to gain new skills in an environment where I thrive."

While 'growing up' at Bech-Bruun, Mikkel participated in various in-house development programmes. Currently, he is in the process of completing STRETCH, a development programme tailored to lawyers, which he sees as a good supplement to case work. Collaboration with Bech-Bruun's other teams and in particular his colleagues in his own team also contributes significantly to his development:

"The day-to-day sharing of knowledge and experience and the close collaboration with the other associates and partners are what I value the most. My colleagues and my superiors are extremely talented. The direct communication with clients and the insight into their day-to-day affairs that gradually evolves in step with experience clearly provide me with a better understanding of the clients' needs, procedures and requirements. Personally, I feel that this understanding is what has contributed the most to my development and which makes me a better lawyer, day by day."



I will not compromise on professional challenges or a good working environment

Cecilie hit the ground running when she joined Bech-Bruun as a law student in 2018. She lived and studied in Aalborg, she was the day-to-day manager of a legal aid service and participated in Willem C. Vis International Moot Court. Being an ambitious law student, she also wished to launch her career with a large law firm. Cecilie is now a junior associate, being offered exciting professional challenges on a daily basis and having the opportunity to learn from the best:

"Bech-Bruun is a fantastic place to work and is characterised by a high level of expertise, meticulousness and room for individuality. The efforts to stay ahead of the competition is felt in all parts of Bech-Bruun, but with no pushiness or undermining of the mutual support among colleagues. This is a source of motivation and gives you the sense of being part of something greater than oneself – a well-composed team whose members complement each other's skill sets; they pull together as a team and support one another as individuals. In other words, working at Bech-Bruun reminds me daily that the law is

the right choice for me, and I think that's unique."

Cecilie works with data protection in Bech-Bruun's IP & Technology team. This is a complex area that requires knowledge of legislation and case law in other areas of the law combined with broad knowledge of the interplay between the different sets of rules. Despite this complexity, Cecilie does not doubt that she is in the right place:

"We collaborate very well in IP & Technology. Everyone is always happy to help, there's a friendly and informal atmosphere in the office and we've ample opportunity to bounce ideas off each other. I'm given responsibility and offered challenges, but I never feel that I'm on my own, which I feel has boosted my professional development significantly."

As a junior associate with Bech-Bruun, Cecilie has participated in the firm's in-house RISE development programme, which is specifically aligned with the different stages of the training to become a lawyer:

"I've benefited greatly from the various elements of the training programme. It's especially useful that the individual parts of the programme are designed to focus not only on tools and courses that are relevant in a pure work setting, but also very much on employees as whole persons. I've been given tools that will help strengthen collaboration in the workplace as well as tools that will strengthen me on a personal level."

The development programme has also made it clear to Cecilie that a work-life balance is important to achieving your career ambitions:

"It's important to me to maintain a balance between my work life and private life, and the development programmes have also helped me to appreciate the importance of precisely that balance. I will not compromise on professional challenges or a dynamic working environment, but I'm aware that I need balance in order to fulfil my own expectations of myself."



Bech-Bruun accommodates my career ambitions and prepares me for the role as adviser

Practical considerations, commercial negotiations and hard-core law. The work as an insolvency lawyer covers a wide spectrum of areas. The great variety of assignments and the fact that no two days are the same are what motivates Associate Alexander Lind Vedelsby. He began his career with Bech-Bruun as a law student six years ago, and continuing his development at Bech-Bruun's Copenhagen office was a natural choice for him:

"I've always been very happy at Bech-Bruun, particularly due to my highly skilled and professional colleagues and the exciting and challenging cases. Since my time as a junior associate, I've been entrusted with a high degree of responsibility; however, I've always had the pos-

sibility of asking for help. In our field, we mainly work in small teams set up for the individual case. This has given me the opportunity to work with all my colleagues in the team. The result is a strong team spirit, which makes it enjoyable to go to work. Also, the partners in our team have been excellent at sharing their knowledge and very willing to provide guidance, which I saw as a genuine interest in training me to become a good lawyer. So, continuing my career with Bech-Bruun was a natural choice for me."

Although Alexander is now an associate, his 'apprenticeship' continues as he is gradually given increasing responsibility for cases and managerial responsibilities in respect of young team members. The same applies to the RISE and STRETCH

programmes, which Alexander has attended; initially as a junior associate and now as an associate. These programmes have strengthened his personal and professional skills and continue to make him a better adviser to clients:

"Bech-Bruun accommodates my career ambitions and prepares me for the role as adviser based on my own personal strengths. In my current position, I'm offered ample opportunity to develop my skills even further, strongly supported by Bech-Bruun. First of all, I still receive a great deal of guidance on cases from the team's partners; secondly, the firm offers excellent skills-building courses that develop and strengthen me. Bech-Bruun offers all the career opportunities I could wish for in the long term."





To create the best conditions for development and learning, we focus on the whole person

As a highly specialised law firm, it is crucial to our business that our legal advisers rank among the most highly skilled in the legal profession at all times. At Bech-Bruun, we therefore continually strive to be an attractive employer capable of attracting and retaining the brightest talents and the strongest profiles. To achieve this, we offer ambitious and customised development programmes, for instance through our in-house Academy.

Market leading, innovative and collaborative. There is a clear correlation between our strategic goals and visions and our ambitious, customised training programmes which our lawyers attend every year. The training programmes are developed by Bech-Bruun's own Academy, which monitors trends to stay at the forefront of developments in the business sector, at a time when markets

change faster than ever and there is a constant need to stay informed of new knowledge.

"We train our talents to become the strongest legal advisers," says Jeannette Skjoldager, Head of Education and Training, adding: "From our perspective, our lawyers must be able to act as sounding boards to our clients in addition to being highly qualified legal experts, and they must understand the clients' markets and be able to take a 360-degree view of a complex case. To that end, our Academy, as a unique feature, also works with all the aspects surrounding the law. We believe that this makes for the very best legal advisers, giving them the professional and personal skills to deliver top-quality services to our clients."

Bech-Bruun offers tailored development programmes to employees at all career levels, beginning at law student level, with special emphasis on job satisfaction, and all the way through to the levels of junior associate, associate and partner.

"For our development programmes to create value, it's essential that they are spot on in relation to the lawyers' development. This is one of the focal points of our employee development efforts.

Junior associates rely on us to plan their training taking into consideration that they are still undergoing training with the Danish Bar and Law Society, that they are required to make themselves acquainted with a particular area of the law, that they work as part of a new team with complex dynamics while at the same time having to learn about business development and client contact. Our own legal specialists contribute to a large part of the learning, their high level of expertise forming the core of the training, while our tailored training programmes are focused on individual skills development," says Jeannette, and adds:

"To create the best conditions for development and learning, we focus on the whole person." We all learn in different ways and at different points in our careers and in our lives. That's why individual potential is an important and powerful tool and the focus point of many of our development programmes, with professional business advisers assisting our lawyers in defining their individual potential, working on priority points for development and improving everyone's well-being and performance. This will ensure that the individual lawyers perform as strongly as they possibly can so that, together, we can create the best results for our clients."



7

managing associates
– 3 women, 4 men

66

have the right to appear before the Danish
Supreme Court and the Danish High Courts

An international outlook developing the talents of the future

At Bech-Bruun, we take an international approach to our work, emphasising lifelong learning and personal development. That's why every year we award a number of student grants to our law students wishing to study abroad. In 2021, several of our law students participated in student exchange programmes in Switzerland, the United States and the United Kingdom, among other countries.



Jonas, intern at the Embassy of Denmark in Washington D.C., USA

"As an intern, I divide my time between the Embassy's Department of Trade and its Department of Economic Diplomacy. The interface between the role as 'public consultant' and political player representing Denmark's values is incredibly fascinating. I already feel that this has strengthened my profile as a lawyer. There's no doubt that the experience I've gained here will positively influence my future, both generally and at Bech-Bruun.

The initial culture shock was greater than expected as the United States seems highly divided, even at street level. You don't have to drive far from the city before seeing the divide that has characterised the news back home, with Trump at the forefront. But these dynamics only make everything more exciting."

*Jonas Sandgren, law student,
Real Estate & Construction*

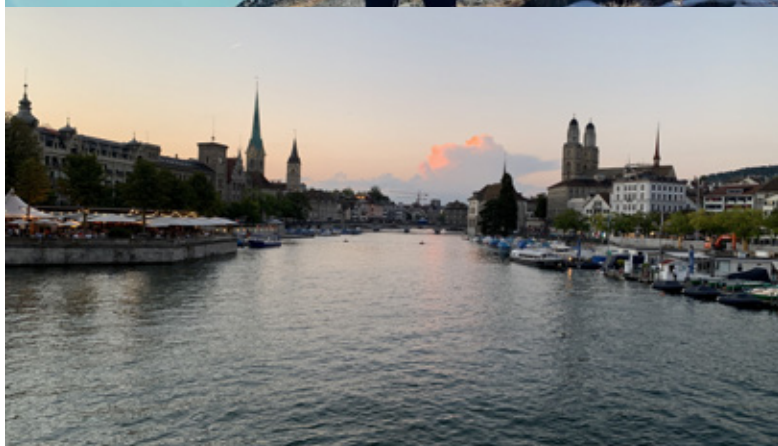


Victor, exchange student in Zurich, Switzerland

"I chose an exchange student programme in order to further my personal development and to take a break from the standard teaching setting at Aarhus University. I also wanted to experience a different culture and an educational system that is different to the Danish system. And I certainly did. Classes are internationally oriented and are taught in English, which will definitely be an advantage when I return to Bech-Bruun after completing my exchange programme."

I attend significantly more scheduled classes here, so I spend more time at school during the semester than I'm used to in Denmark. But at the weekends, I also have time for walking and hiking all over Switzerland, particularly in the Alps."

*Victor Søndergaard Nielsen,
law student, Restructuring*



Nanna and Josephine, exchange students in Norwich, England

"It's fascinating to learn about the English court system and to meet so many different people from all over the world."

In Norwich, most students live on campus, giving you the feeling of being a member of a separate unique community. Our university has more than 200 societies and 58 sports clubs, so there's plenty for us to get involved in. For example, we spent a weekend walking with the 'Mountaineering Club' in the Lake District. We are also members of the yoga club, the international students society, the wine & cheese society and the law society.

We really enjoy sharing this experience, and we feel lucky to be able to share our memories when we have returned to Aarhus."

*Nanna Hvidkjær Frederiksen,
law student, IP & Technology
Josephine Bak Attermann, law student,
Real Estate & Construction*



Society

Our highly specialised knowledge is our greatest strength at Bech-Bruun. Also when it comes to our contribution to the surrounding community, knowledge lies at the very heart of our corporate social responsibility approach. Based on our specialist legal knowledge, we bring our skills into play and proactively strive to contribute to building a more sustainable future.

Our ambitions

- We will assume corporate social responsibility by playing an active role in the world around us.
- We bring our legal knowledge into play and contribute to the fundamental due process protection of individual rights.
- Through our start-up business collaboration programme, BB Impact, we will make an active difference in the efforts to secure a sustainable future.

Our 2022 targets

- To stay focused on the mark we leave on the surrounding community.
- To secure a continued high level of knowledge sharing in an effort to ensure that our highly specialised knowledge is translated into action.
- To support the development of more start-ups with sustainable visions through the BB Impact programme.
- To keep prioritising our pro bono work.



Our corporate social responsibility

Bech-Bruun's legal specialists are both esteemed and well-liked, and with that position comes a responsibility which we continuously strive to honour.

As a leading law firm, and with our legal expertise, we share a responsibility for safeguarding the foundation and principles on which our society rests. This applies when we provide advice to Danish and international businesses and when we conduct cases of material importance to the due process protection of individual rights.

At the same time, we are aware that there is a potential risk that businesses and organisations with no access to specialist legal advice do not have the same opportunities for navigating within the framework of the law, which may lead to imbalance and inequality.

Through our work in 2021, we contributed to mitigating this risk. By implementing a series of specific initiatives, we have shared our legal specialist knowledge with entrepreneurial businesses, NGOs and a range of small businesses and organisations to ensure that they are optimally positioned to work for a more sustainable future.

In this way, we leverage our strongest expertise to proactively live up to our corporate social responsibility and contribute to mitigating the risk of imbalance and inequality in society.

As part of our corporate social responsibility efforts, we support the UN Global Compact principles on labour rights, covering the freedom of association, elimination of forced and compulsory labour and child labour and elimination of discrimination in respect of employment and occupation.

We also support a number of the UN Sustainable Development Goals (SDGs) through our BB Impact partnerships for businesses with a sustainable vision.

Sustainable partnerships for a greener future

Through our BB Impact programme, we contribute to developing the climate solutions of tomorrow by advising ambitious start-ups driven by a sustainable vision.

2021 was a key milestone in our contributions for a greener future. Over a period of three years, ten sustainable partners were involved with BB Impact. Our legal specialists provided advisory services free of charge and assisted the sustainable start-ups on their journey from vision to reality.

“Most start-ups come into existence because of a good idea or a vision for a better future. But only very few entrepreneurs know beforehand what it takes to build a solid foundation for a company. Through BB Impact, we help them do just that: We help newly established businesses by ensuring that they have all the potential legal pitfalls covered,” says Thomas Gjøel-Trønning, lawyer and Partner of Bech-Bruun and head of the BB Impact programme.

Since 2019, Bech-Bruun’s specialists have advised quite a few ambitious start-ups aspiring to build a greener future. Our BB Impact partners include businesses working with sustainable food production, development of innovative renewable energy solutions and tools to improve health conditions globally. Common to all our BB Impact partners is that they work to promote one or more of the UN Sustainable Development Goals (SDGs).



It’s greatly inspiring to work so closely with people who are driven by a passion for creating a better future.

Ninna Faurby Christensen

“What’s special about BB Impact is that we really engage with the start-ups we help through the programme. Instead of just supporting sustainable development projects by making financial contributions, we go the whole length at Bech-Bruun, collaborating closely with the businesses that hold the key to developing greener solutions for the future,” says Thomas, commenting on the BB Impact programme.

Legal advice that makes sense

The vision behind BB Impact is clear: We contribute to building a more sustainable future by putting into play our most important resource, our highly specialised legal advice. At Bech-Bruun, we walk the talk and help the businesses we rely on to create the green solutions of tomorrow.

For a budding start-up, failure to ensure an adequate legal basis may jeopardise its potential for future success. This includes having shareholders’ agreements in place and ensuring GDPR compliance as well as being ready to handle new investors and contract drafting as the start-up begins to take off.

“The start-ups we help through the BB Impact programme are typically quite different from our traditional, well-established clients. It’s greatly inspiring to work so closely with people who are driven by a passion for creating a better future. It adds an extra dimension to my work as a lawyer to get to know the entrepreneurs, get an insight into their perspective on the world and to help them off to a good start on their journey towards realising their goals. It also adds to my knowledge about a wide variety of business areas – something I can definitely use when advising our other clients,” says Associate Ninna Faurby Christensen about her commitment to BB Impact.

For Bech-Bruun’s legal specialists, providing advisory services to start-ups through BB Impact also gives them a unique insight into the solutions of tomorrow.

“Knowing that we advise some of the companies that hold the key to developing the green solutions of tomorrow is a huge motivational factor for me personally. BB Impact enables us as lawyers to contribute to building a more sustainable future by doing what we do best: providing legal advice to businesses. It shows that we take corporate social responsibility seriously, and I’m very proud to be a part of that,” says Junior Associate Caroline Thorlacius Bondrop.

In 2021, Bech-Bruun’s specialists provided advice to existing BB Impact partners as well as to former partners that are now holding their own. We also opened up a major application round in 2021. The goal is to expand BB Impact by adding a number of new start-ups in 2022.



BB Impact partners over time

Reel

Climate-friendly power based on wind and solar energy
Reel particularly supports [SDG 7](#) on clean energy.

Pinkorange

Improved and healthier toilet habits
Pinkorange particularly supports [SDG 3](#) on good health and well-being.

Teal Medical

Innovation for the healthcare system
Teal Medical particularly supports [SDG 9](#) on industry, innovation and infrastructure.

SoilSense

Less water consumption in agriculture
SoilSense particularly supports [SDG 2](#), [SDG 6](#) and [SDG 12](#) on responsible consumption and production.

Climate Solutions

Carbon storage in solid form
Climate Solutions particularly supports [SDG 7](#) on clean energy.

Vital Beats

A better life with a pacemaker
Vital Beats particularly supports [SDG 3](#) on good health and well-being.

Jamii.one

Improved financial opportunities for the world's poor
Jamii.one particularly supports [SDG 1](#) on ending poverty.

Foodture

The protein source of the future
Foodture particularly supports [SDG 12](#) on responsible consumption and production.

Circular Food Technology

Circular food production
Circular Food Technology particularly supports [SDG 12](#) on responsible consumption and production.

Restaurant Lola

Socio-gastronomic project for people facing social marginalisation
Restaurant Lola particularly supports [SDG 8](#) on decent work and economic growth.



Pro bono

At Bech-Bruun, we take our corporate social responsibility seriously. Therefore, every year, we offer our legal expertise free of charge to a number of organisations that work for a better world, locally as well as globally. Meet some of the organisations that received our free advisory services in 2021.



Red Barnet

Danish Save the Children (*Red Barnet*) is one of Denmark's largest NGOs. Backed by some 2,000 volunteers working from 50 local offices in Denmark, Save the Children fights for children's rights – in Denmark and abroad. For many children and young people, 2021 was a particularly challenging year due to the COVID-19 pandemic. With the support of the Danish government, foundations and companies, Danish

Save the Children was able to make an extra effort to help children by putting together experience packages, providing extra tuition and organising summer camps. Since 2013, Lars Svenning Andersen, associate of Bech-Bruun, has held the honorary office of national president of Danish Save the Children, which includes the office of chairman of the organisation's board.



SMILfonden was established in 2014 by former TV presenter Sisse Fisker. Since its establishment, the association has been committed to giving seriously and chronically ill children and their families a break from illness by creating strong communities and organising positive and fun events, both in hospitals and outside. SMILfonden has also established the creative

space SMILET for children hospitalised at the Copenhagen university hospital, Rigshospitalet, where the children and their siblings can take a break from hospital life. Bech-Bruun supports SMILfonden by offering pro bono legal advice to the association, and Niels Kornerup, partner of Bech-Bruun, has been a member of the board of SMILfonden since 2018.

BELLEVUE TEATRET

Bellevue Teatret was established more than 80 years ago by Danish world-renowned architect Arne Jacobsen. Located in the Municipality of Gentofte, the theatre sets up its own drama, musical theatre and family productions along with concerts, stand-up shows and guest plays for the residents

of the municipality and visitors from all over Denmark. Bech-Bruun supports Bellevue Teatret by offering pro bono legal advice. Niels Kornerup, partner of Bech-Bruun, holds the office of chairman of the board of Bellevue Teatret, with board work being the main component of his work for the theatre in 2021.



The Danish Association of Lawyers and Economists (Djøf) offers legal aid to its members who are either entrepreneurs or thinking about becoming entrepreneurs. In 2021, Bech-Bruun worked pro bono, providing free-of-charge legal aid for Djøf members wanting advice on legal issues related to entre-

preneurship, for instance on which corporate form to choose, considerations as to ownership structure, review of simple contracts and questions relating to VAT and taxes. Ninna Faurby Christensen, associate of Bech-Bruun, was in charge of the legal advisory services provided.



**DANSK
SØREDNINGSSKAB**

The Danish sea rescue society, Dansk Sørødningselskab (DSRS), is a non-profit association helping yachters and boat owners in non-emergency situations at sea and assisting official emergency services. Bech-Bruun supports the association's activities by providing pro bono legal assistance. In 2021,

we advised on, for example, insurance, company and tax law issues, donation policies, trust fund applications, GDPR, employment contracts, leases and various purchases of life boats and life-saving equipment. In addition, Jes Anker Mikkelsen, partner of Bech-Bruun, is a member of the board of directors.

Everyone has the right to belong

Since 2007, the Mary Foundation, fronted by HRH Crown Princess Mary, has worked to create a society in which everyone feels part of a community. For many people in Denmark, 2021 was a year of football. That was also true at the Mary Foundation, which focused on well-being on the football field, red-and-white colours and fantastic football parties. Bech-Bruun has provided legal advisory services to the Mary Foundation on a pro bono basis since 2015.

"Everyone has the right to belong. Everyone needs to feel part of a community." Ever since its inception in 2007, the mission of the Mary Foundation has been to defend this right and support this need. Focusing on the areas Bullying and Well-being, Domestic Violence and Loneliness, the Mary Foundation works to fight social isolation. 2021 was no exception – quite the contrary. Social distancing and lockdowns in 2020 created increased awareness, and the Mary Foundation launched several initiatives to halt the effects among young people and to strengthen well-being in schools.

Boost from Euro 2020 Championships

After many months in isolation, the football fever that exploded in the summer months was widely appreciated among the Danish population, and the unity on and off the football field reached new highs. The red-and-white colours also set the agenda at the Mary Foundation:

"The Euro 2020 Championships last summer came at a time when we really needed to feel part of a community. At the Mary Foundation, we decided to use the Euro 2020 Championships to boost the communities and fight loneliness. Partnering with broadcaster DR, the Danish Football Association and Østifterne, we invited residents to gather with their neighbours or other people in their community to throw a football party. And we were taken up on our offer. All over Denmark, people organised Fantastic Football Parties at drop-in centres, at care homes, in suburban streets, on camping sites and in joint activity houses and courtyards. We distributed 150 party packages containing festive gear for football parties all over Denmark," says Helle Østergaard, director of the Mary Foundation.

Fighting bullying in sports

The Danish Men's National Team not only made an appearance on the football field. In connection with a home

game in October, a united national team decided to show their support for the Mary Foundation's new initiative: Antibulli Football is an antibullying tool for football coaches recently launched by the Mary Foundation in collaboration with the Danish Football Association. Antibulli Football is a concept providing specific advice and training exercises for children aged 6–12, which is designed to strengthen the players' tolerance and respect for each other and to help forge strong communities for children to prevent exclusion and bullying. Backed by strong ambassadors such as national team players Kasper Schmeichel and Pernille Harder, 12–15 football clubs have already signed up for the initiative, and the plan is to get even more clubs to join in 2022.

Skolestyrken launched

The Mary Foundation not only focused on football in 2021. Centred on the action areas of bullying and well-being, the Mary Foundation also heightened





Photo: The Mary Foundation

its focus on schools. After several years of close collaboration with the Danish Society for the Promotion of Better Conditions for Children (*Børns Vilkår*) and Danish Save the Children, the Mary Foundation in 2019 launched a holistic programme, *Skolestyrken*, to increase well-being in schools, engaging everyone at and around the school in the work to identify and fight bullying.

The programme gained broad acceptance in 2021: "18 schools have now implemented the full *Skolestyrken* programme. And the feedback we get from the enrolled schools is very uplifting. *Skolestyrken* provides all school employees with shared knowledge and a common approach to achieving well-being and preventing bullying. And everyone knows what to do in case bullying becomes an issue.

The plan for 2022 is to have even more schools join the programme and to begin evaluating the effects of the programme," Helle explains.

All legal aspects covered

Employment contracts, collaboration agreements, legal disputes, GDPR legislation, trademark registration and much more. The tasks faced by the Mary Foundation span a wide range of aspects, with plenty of legal issues to deal with. Since 2015, lawyer and Partner Lise Lauridsen has been in charge of answering all these questions in her capacity as permanent pro bono partner assigned to the Mary Foundation:

"My collaboration with the Mary Foundation is a good opportunity for me to make a difference. I find it highly motivating that the legal knowledge and experience I've gained over the years can contribute to the work and important agenda of the foundation," says Lise Lauridsen.

The longstanding collaboration has given Lise a deep insight into the foundation – something which is highly valued by the Mary Foundation:

"We're greatly appreciative of the excellent pro bono collaboration we've had with Lise Lauridsen over the past many years. It means that we can rest assured that we'll always get top-quality service – whether we have a question relating to employment or contract law or need other advisory services. It really means a lot to us that Lise knows the foundation and our way of working; it makes us feel reassured that she has our backs in all matters pertaining to law. Moreover, it's important to a foundation such as ours, which allocates its funds for projects focused on fighting social isolation, that we don't spend a lot of money on legal assistance. Furthermore, Bech-Bruun is a large law firm with many highly skilled specialists whom we can draw on if needed. So all in all, Bech-Bruun, and Lise in particular, is an extremely important and highly valued pro bono partner for us," says Helle Østergaard.

Our knowledge makes a difference

Every year, we strive to live up to our corporate social responsibility at Bech-Bruun. One of the ways we are doing that is by sharing the expertise of our specialists with the world around us. Through Bech-Bruun Academy, our specialists share their knowledge at a wide range of seminars, courses and events built on in-depth legal expertise, a constant focus on trends in the business community and the ability to adapt to the times.

Since 2016, Bech-Bruun's General Counsel Programme has provided general counsel working in Danish businesses with a solid foundation for the role of strategic sounding board for their managements. With knowledge and specific tools, the programme participants become well-equipped to ensure alignment between management's strategic goals and the legal department to add visible value in a business context.

The role of general counsel has taken a distinctive turn in recent years. Today, many companies are beginning to realise the value of using their general counsel and legal department more in their general strategic planning and implementation activities.

Focus on the general counsel

Based on this trend and demand from the general counsel of several companies, Bech-Bruun established the General Counsel Programme in 2016, an ambitious and unique programme providing general counsel with a solid foundation for the role of strategic sounding board for their managements:

"Corporate legal departments are faced with new skills requirements and higher expectations that they will provide much more than legal advice in order to add visible value in a business context. Our General Counsel Programme provides general counsel with new knowledge and new skills within management, business development, strategy, finance and communication in order to improve

their skills to create synergies between the company's overall strategy and the legal department," says Head of Education and Training Jeannette Skjoldager, who is in charge of the Bech-Bruun Academy.

Training and networking

The programme is based on our own strategic approach to learning and development, combining law and business understanding with personal skills development. With tuition being carried out by recognised lecturers from institutions such as INSEAD, AVT Business School, Cambridge University/Judge Business School, Copenhagen Business School and Danish and international business representatives, the programme will





provide general counsel with the skills to ensure that every aspect of a situation is considered and that the factors capable of creating value and success for the company are identified. Since 2016, 112 general counsel have completed the programme and have joined Bech-Bruun's exclusive General Counsel Network. Here, they have the

opportunity to be a part of a unique forum of personal, professional and business development and sounding-board interactions:

"Working as general counsel, you're often quite isolated when important strategic and management decisions need to be made. The General Counsel

Network meetings are a professional and confidential forum allowing the participants to share knowledge and inspire and consult each other on all matters they may come across in their busy everyday jobs as general counsel. We can clearly see that this is something that is needed and that really creates value," Jeannette adds.



Corporate legal departments are faced with new skills requirements and higher expectations that they will provide much more than legal advice in order to add visible value in a business context.

We help organisations stay compliant

It has never been more important to stay on top of data protection rules, with new requirements for data protection and GDPR compliance demanding that organisations are equipped to handle the ever-growing volume of tasks. In order to help organisations off to a good start, Bech-Bruun's leading data protection specialists have trained hundreds of Data Protection Officers (DPOs) since 2016 in how to ensure a high level of compliance.

In May 2018, it became mandatory for public authorities and a number of businesses to have a Data Protection Officer (DPO). Since then, the demand for highly skilled DPOs has only grown. In order to meet the growing demand and assist organisations staying GDPR compliant, Bech-Bruun's data protection specialists have shared their expert knowledge as part of our own DPO Programme since 2016.

The ambition for the DPO Programme is to equip DPOs all over Denmark to work with and provide advice on data protection in order to ensure that they are able to resolve demanding data protection questions and issues in their organisation:

"It's essential to stay on top of data protection rules. In early 2021, a decision was rendered in Denmark's first-ever GDPR lawsuit, and many more are waiting to be tried in court, indicating that it's still important to strengthen the ability of organisations and businesses to meet the requirements of the General Data Protection Regulation," says Susanne Stougaard, Partner and data protection specialist, who is a lecturer on the DPO Programme.

"Bech-Bruun offers the programme to raise the level of knowledge of the participants to equip them to work with data protection, contributing to ensuring that their organisations are GDPR compliant. Ultimately, this will contribute to en-

suring that we can all rely on others to process our personal data in a proper manner and in accordance with applicable rules," she continues.

In-house DPO

Susanne and Bech-Bruun's other data protection specialists, who are among the leading advisers in Denmark, have longstanding experience in advising businesses and organisations on data protection rules and their interpretation. In addition, the team members act as DPOs for a wide range of businesses and public authorities. In their day-to-day work, they get hands on experience with the challenges facing their clients:

"One challenge that is common in many organisations is what tasks a DPO may handle without compromising his or her independence. In addition, putting the Danish Data Protection Act into practice may also be quite demanding. As part of the DPO Programme, we provide the DPOs with tools designed to make it easier to solve the many and complex tasks – not only from a legal perspective, but from commercial, communicative and practical perspectives as well," Susanne adds.

Bech-Bruun's data protection specialists have trained more than 300 DPOs since 2016.



DPO Service

In 2017, Bech-Bruun launched the outsourcing solution DPO Service. Being the first-ever independent data protection service, DPO Service offers a way for companies and public authorities to outsource the mandatory role of Data Protection Officer (DPO).

Since the launch, Bech-Bruun's team of data protection specialists have been busy, already providing the DPO Service to twenty Danish local authorities and a wide range of businesses.



Environment

In 2021, we increased our focus on resource consumption. As a law firm, we do not have a major industrial production plant with a corresponding heavy climate footprint. Nevertheless, caring for our environment and climate is important to us, and we continuously strive to contribute to the green transition by minimising our resource consumption. Both as a modern law firm and as an employer of more than 500 employees, it is important to us that we contribute to sustainable developments also in the future.

In addition, an ever-growing part of our business is connected to development projects that benefit our environment and climate. Also in 2021, we advised a number of clients specifically on sustainable energy, the green transition and sustainable construction.

Our ambitions

- We will make a continuous effort to identify relevant key action areas in which we can limit our resource consumption.
- We will continuously optimise sustainable business procedures.
- We will strive to prioritise the greater use of suppliers with a similar focus on climate and environmental issues.
- We will have a strategic focus on collaboration with players within renewable energy, the green transition and sustainable construction.

Our 2022 targets

- To draft an overall climate strategy.
- To further map out the areas in which we can minimise our consumption.
- To increase our focus on the climate footprint of our suppliers.
- To continue our commitment to sustainable development in the construction sector.
- To increase the scope of our advisory services on renewable energy and the green transition.



Mads Aagaard Winther

A targeted effort

At Bech-Bruun, we take our corporate social responsibility seriously. This also applies when it comes to caring for our environment and climate and the footprint left by our business activities.

When we consume energy for electricity or heating in our offices, when our employees travel to and from work and when we travel around the world to advise international clients, we emit carbon dioxide, which impacts the climate. It is therefore essential that we make a targeted effort to minimise our resource consumption and as a result our carbon footprint.

In order to monitor our climate efforts now and in future, we made the decision in 2020 to prepare annual climate accounts. In 2021, these accounts helped us maintain a continuous focus on our consumption and on the suppliers with which we collaborate. In the coming years, we also intend for the climate accounts to act as a guideline for our work to identify relevant focus areas that may contribute to ensuring that we continually reduce our overall carbon footprint.

Bech-Bruun's climate accounts

Our aim for our first climate accounts in 2020 and 2021 was to establish a useful tool that could help us zoom in on how to make an even more targeted effort to contribute to the green transition.

Unsurprisingly, our transport, travel and office activities deviated significantly from the norm in both 2020 and 2021.

We did not travel by plane, drive our cars or stay in our offices to the extent that we would have done during a normal year. Instead, we held virtual meetings and worked from home for extended periods.

As a result, the past two years were in no way representative of our future conduct and not an ideal basis of comparison. But the experience we gained in 2020 and 2021 provides us with new information on the areas in which our resource consumption is the greatest. This insight contributes to our upcoming work to define the focus areas for reducing our consumption and consequently our overall carbon footprint.

Carbon footprints in 2020 and 2021

2020 and 2021 changed many of our habits and routines, and in a short period of time, we adapted to a new reality and some very different working conditions. This change is clearly traceable in our carbon footprint, as we emitted about 47 per cent less carbon in 2020 than the year before, and around 42 per cent less carbon in 2021 than in 2020. This reduction was driven in particular by reduced travel activity due to the COVID-19 pandemic. Over the next couple of years, we will continue our efforts to map our consumption and identify potential for reduction.

Future focus areas

The considerable difference between our consumption in 2019–2021 emphasises that our conduct has a substantial impact on the amount of carbon dioxide we emit. As a result, we will intensify our efforts to reduce our consumption going forward.

Accordingly, our goal for 2022 is to draft a climate strategy with specific targets for our consumption and a clear plan for our future efforts. We will, for example, focus on making higher demands on the suppliers that we collaborate with to run our offices and similar focus areas in which we can create a positive change.

By focusing continuously on our conduct and resource consumption, our ambition is to reduce our carbon footprint and thereby to contribute to promoting the green transition.

Bech-Bruun's climate accounts for 2021 have been prepared in accordance with the calculation method of the internationally accepted standard for climate accounts, Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard.

Climate-conscious canteen

The interaction between taste, quality and increased sustainability is at the centre of every meal prepared in Bech-Bruun's canteen.

Our award-winning canteen in Copenhagen puts together an exceptionally delicious menu every single day, to the great delight of our employees and for the benefit of our climate; in our canteen kitchen, quality and taste go hand in hand with sustainability.

Maintaining a dedicated focus on parameters such as less food waste, more fruit and vegetables and a great passion for animal welfare and organic produce, our chefs and canteen workers make a daily effort to serve tasty food with minimal climate impact.

"We work with first-quality products in our canteen, always giving top priority to taste. In our cooking, taste and quality go hand in hand, with a clear objective of increasing sustainability. We strive to ensure minimal food waste, increase

the use of vegetables and not least have a clear attitude to biodiversity and our climate footprint," says Giovanni Fico, head chef at Bech-Bruun's canteen, which has won Canteen of the Year several times.

Specific sustainability targets

Our kitchen, which is part of Meyers Kantiner, has pledged to meet a number of parameters for sustainable canteen operations. Every single day, we make every effort to meet specific targets for our climate footprint, including a heightened focus on carbon emissions, biodiversity, organic produce and animal welfare.



Bech-Bruun's canteen in figures

In 2021, our canteen kitchen worked actively to ensure increased sustainability:

Carbon emissions from our canteen operations have been reduced by more than **16 per cent** relative to 2020.

The proportion of organic produce is increasing, in 2021 totalling **54 per cent**.

In 2021, our menus consisted of **18.24 per cent** meat and **81.76 per cent** fruit and vegetables.

In 2021, the daily amount of food waste was **4.44 g** per employee.

Source: Meyers Kantiner



Climate

Our canteen must be carbon neutral by 2025.

Biodiversity

All fish and shellfish must be on WWF's green or blue lists.

Organic produce and animal welfare

By 2025, 60 per cent of our products must be organic.
All meat must be of free-range origin by 2025.

Green future – a natural investment

A completely new urban district is emerging at the outermost tip of Nordhavn. This area, called Nordø, will be home to Bech-Bruun's Copenhagen offices from 2023. Holding an internationally recognised sustainability certificate, our future head office, *Spidsen* (the Danish word for tip), marks an ambitious investment in a greener future.

In 2023, after two decades at Langelinie Allé, Bech-Bruun will relocate to a sustainable office building in the new Copenhagen district of Nordø, which is developing at a fast pace. And sustainability was indeed a pivotal reason for our decision to relocate. The new head office, named *Spidsen*, marks a significant investment in the environment and in the future of Bech-Bruun.

"It's our ambition to be at the forefront of developments and minimise our climate footprint as much as possible. At the same time, our new offices must be able to develop along with us and adjust to our changing needs. Our new head office *Spidsen* meets all of these

requirements, and I very much look forward to inviting employees and clients inside," says Steen Rode, Chief Executive Partner of Bech-Bruun and project supervisor of the new head office.

Green ambitions for Copenhagen

For PFA, the pension company behind the establishment of the new urban district and the office building, the project is part of a large-scale sustainability agenda intended to make Copenhagen greener. In developing the Nordø district, PFA took a long-term perspective in its selection of materials, prioritising its sustainability profile.

"With the establishment of Nordø and *Spidsen*, we're investing in a greener future for Copenhagen. As far as possible, the office building will be constructed using natural materials with a long life. The sustainability of the indoor climate will be secured through the use of remote cooling and a green conservatory, and the design of the building prioritises accessibility for cyclists to ensure that *Spidsen* will contribute to the objective of reducing the use of cars in Copenhagen," says Mikael Fogemann, Executive Director, Nordic Real Estate at PFA.





Construction milestones in 2021

The office building Spidsen, which will be home to our Copenhagen offices from 2023, reached its full height of 13 floors in 2021. The building extends over 26,000 square metres and stands 62 metres tall. Spidsen, which will also house Copenhagen Infrastructure Partners, has room for up to 1,000 employees.

Sustainability by formula

Bech-Bruun's new head office at the tip of Nordø will be certified to the DGNB Gold standard. DGNB is an internationally recognised sustainability certification standard based on a method that puts sustainability on a formula. The overall sustainability of the building is evaluated on the basis of five main certification criteria (environmental quality, economic quality, sociocultural quality, technical quality and process quality) and forty sub-criteria.

Source: Rambøll

Ethics & compliance

Supported by new digital opportunities and the use of modern technology, Danish businesses are working much smarter and much more efficiently than ever before. But with these developments come new risks and an ever-growing need for compliance and data protection. Bech-Bruun has some of Denmark's leading advisers, and in 2021, we stepped up our efforts even more.

Our ambitions

- We will ensure the highest ethical standards and openness within the framework of confidentiality that is the cornerstone of our client relationships.
- We will ensure in-house compliance at the highest level.
- We will ensure continuous updating and development of our systems and digital tools so that we may serve our clients efficiently and safely at all times.

Our 2022 targets

- To continue setting the highest ethical standards.
- To continuously optimise our compliance tools.
- To stay focused on our high IT security.

Ethical conduct as a guiding principle

At Bech-Bruun, we have a clear ambition to operate a responsible business based on professional integrity and best-in-class data security. We are dedicated to ensuring the highest ethical standards and openness within the framework of confidentiality that is the cornerstone of our client relationships.

Joint code of conduct for the legal profession

In 2015, as one of the first law firms in Denmark, Bech-Bruun decided to adopt the Code of Conduct of the Association of Danish Law Firms, *advokatKODEKS*, and in 2021, we continued our active commitment to the five principles: openness, social responsibility, handling of ethical dilemmas, focus on clients and employees, and diversity.

advokatKODEKS is the legal profession's pledge that we take social responsibility seriously. This applies to the values we work by, the way in which we run our business, and how we act the part of independent advisers. The values of the code are directed at clients, employees and the surrounding community. They frame employee-oriented values relating to good management and diversity and general values, such as ethics and social responsibility as well as openness and transparency.

International standards

In our ethics and compliance efforts, we support *principle 10 of the UN Global Compact* on anti-corruption. We also support the *UN SDG 8* on decent work and economic growth.



Secure foundation for a society built on the rule of law

As a law firm, we contribute to securing the foundation on which the rule of law is built. Our greatest strength is our highly specialised legal knowledge, and we use our skills and expertise to contribute to mitigating the risk of societal imbalances. Our specialists work on various boards and committees, contributing their knowledge to promote socially responsible conduct.

IBA's Insurance Committee



As chairman of IBA's Insurance Committee, lawyer and Partner Anne Buhl Bjelke contributes to facilitating a strong international network of lawyers working with insurance. The insurance committee's work covers a wide span, comprising lawyers specialising in dispute resolution and advice on regulatory provisions and corporate insurance.

The committee also organises conferences on various insurance-relevant topics, trends and comparisons of legislation across jurisdictions in order that lawyers may stay updated on the latest developments. In 2021, the committee organised a well-attended virtual conference over four days with presentations on topics such as COVID-19, re-insurance, cyber insurance, etc. fronted by key note speakers Lord Peter Hain and Burkhard Keese, CFO of Lloyds.

Danish Association for Public Procurement Law



Lawyer and Partner Anders Birkelund Nielsen was appointed chairman of the board of the Danish Association for Public Procurement Law (*Dansk Forening for Udbudsret*) in 2021. The objective of the association is to raise awareness of the public procurement rules among all those working with the rules, whether lawyers or non-lawyers. Together with the other board members, who are all highly regarded experts in their field, Anders works to raise awareness of the application and effects of the rules. This includes organising and holding member meetings and conferences focusing on the topics posing the greatest challenges in practice.

AIJA



For the past eight years, lawyer and Partner Camilla Søgård Hudson has been a member of AIJA – International Association of Young Lawyers. AIJA, the only global association devoted to lawyers and in-house counsel aged 45 and under, has as its objective to promote strong networks and knowledge sharing in various areas of the law across national borders. The activities of AIJA are coordinated by twenty scientific commissions, each dedicated to a particular area of practice. As a national representative for the Transport Law Commission, Camilla is responsible for raising awareness of AIJA in Denmark with a view to encouraging Danish lawyers to strengthen their international network. An important element of work involving transport law is that it often involves more than one jurisdiction.

Danish Press Council



A strong democracy requires an informed population and a reliable press. As deputy chairman of the Danish Press Council (*Pressenævnet*), lawyers and Partner Jesper Rothe is responsible for overseeing that the media comply with the rules on sound press ethics and do not violate the Danish Media Liability Act. Together with the other members of the council, Jesper decides on complaints on articles and programmes in the media falling within the scope of the Media Liability Act.

Each individual complaint is considered by the chairman or the deputy chairman, an editor, a journalist and a public representative. The outcome may be issuance of a reprimand and an order to reply. In 2021, the Danish Press Council considered 136 cases. Jesper has been a member of the Danish Press Council since 2000. Upon the recommendation of the Danish Supreme Court, he was reappointed as deputy chairman of the Danish Press Council by the Minister of Justice in 2020.

Anti Doping Denmark



Anti Doping Denmark (ADD), a self-governing institution under the auspices of the Danish Ministry of Culture, is responsible for enforcing the National Anti-Doping Rules, working to

promote integrity in elite sports and preventing the use of prohibited substances in society. The board consists of six members, some of whom have been appointed by sports organisations. Senior Associate Poul Gade has been a member of the board for six years by appointment of the Danish Minister for Culture.

The duties of the board include participating actively in international collaborative fora. In 2021, the Danish government and ADD continued to play a prominent role in the fight against doping in competitive sports. For example, ADD plays a leading role in the development of new testing methods that will make the process easier for athletes selected for doping control. ADD is also committed to strengthening the collaboration between the parties in Denmark entrusted with fighting match fixing in sports, which is a growing problem in several types of sport.

Association of Danish Insolvency Lawyers



As vice chairman of the board of the Association of Danish Insolvency Lawyers (*Danske Insolvensadvokater*), lawyer and Partner Anders Hoffmann Kønigsfeldt is uniquely positioned to closely monitor the legislative process, while being in contact with many parties, including public authorities, professional and industrial bodies, colleagues, businesses, etc. Of particular interest in 2021 was the EU directive on preventive restructuring frameworks, which is to be transposed into Danish legislation in 2022. Also the social impact of the COVID-19 pandemic was monitored closely, as the pandemic posed a number of challenges to specific industries despite the availability of relief packages

etc. along with the difficulties expected to be facing a number of businesses when they have to repay the COVID-19 loans in 2022. In this connection, the association has been in constructive dialogue with public authorities and other parties on how best to ensure the survival of the businesses by collaborating closely on the collection of debt and identification of potential fraud involving relief packages.

Disciplinary Panel of the Danish Football Association



Lawyer and Partner Jens Hjortskov has been chairman of the Disciplinary Panel of the Danish Football Association since 2010. The panel is responsible for determining disciplinary sanctions to be enforced against football clubs, coaches and players based on reports and objections or enforced on the panel's own initiative in connection with tournaments organised by the Danish Football Association. The panel considers and decides up to 100 cases every year.

IBA's Maritime & Transport Law Committee



The IBA Maritime & Transport Law Committee is one of the oldest and most well-established committees under the IBA. With some 700 members worldwide, the committee is known as a forum

for leading maritime law professionals around the world, giving them the opportunity to meet, network and discuss topical legal issues in the field of maritime and transport law. Lawyer and Partner Johannes Grove Nielsen is chairman of the committee, whose members kept in contact in 2021 through a number of online webinars and are now planning next year's conferences in Singapore, Valencia and Miami. In addition, they are working on a book on the committee's 50-year history, which is scheduled to be released in June 2022.

Djøf's law panel



Wanting to protect a society based on the rule of law, the many highly skilled experts on Djøf's law panel meet to discuss legal issues and insights with the aim of providing professional input to the public debate. Two of Bech-Bruun's experts, Randi Bach Poulsen and Tine Pii, are members of the panel dedicated to raising public awareness of legal issues and providing professional input to the political debate with strong and relevant legal insights. In 2021, Djøf's law panel focused on due process protection of individual rights in cases against public authorities, hateful comments and personal attacks online as well as the independence of the judiciary.

Disciplinary Board of the Danish Bar and Law Society



Every year, lawyers provide advisory services to individuals, organisations and businesses. If the clients are not satisfied with the lawyers' work, they may file a complaint with the Disciplinary Board of the Danish Bar and Law Society (*Advokatnævnet*). In its capacity as a statutory and independent complaints board, the Disciplinary Board of the Danish Bar and Law Society handles complaints filed against lawyers, and all lawyers practising in Denmark are subject to the competence of the board. Lawyer and Knowledge Management Partner Lars Lindencrone Petersen is one of 21 members appointed by the Danish Supreme Court, the Minister for Justice and the Danish Bar and Law Society, respectively. The board members' duties include handling cases of general public importance, cases concerning disqualification from practising law and cases concerning revocation of a disqualification.

Board of Equal Treatment



The Danish Board of Equal Treatment (*Ligebehandlingsnævnet*) handles complaints concerning labour market and non-labour market discrimination. The board was established in 2009, and its members are appointed by the Minister for Employment. The Board of Equal Treatment decides over 100 cases on discrimination a year. In his capacity as legal expert member of the board, lawyer and Partner Morten Ulrich participates in handling complaints concerning citizens who have experienced discrimi-

nation on the basis of gender, race, ethnicity, religion, sexual orientation, age, disability, etc., in the labour market or in a non-labour related context.

Council of the Danish Bar and Law Society



The Council of the Danish Bar and Law Society determines the overall guidelines for and makes overall decisions on behalf of the Danish Bar and Law Society. In his capacity as member of the Council of the Danish Bar and Law Society, lawyer and Partner Per Hemmer contributes to ensuring the integrity, independence and professional qualifications of lawyers, enforcing the requirements to which lawyers are subject and working to promote due process protection of individual rights. In addition to holding the office of member of the Council of the Danish Bar and Law Society, Per Hemmer is chairman of the International Committee, which handles a variety of functions related to the international activities of the Council of the Danish Bar and Law Society, including collaboration with international organisations, such as the CCBE (Council of Bars and Law Societies of Europe) and the IBA (International Bar Association).

Association of Danish Law Firms



Jesper Rothe is Bech-Bruun's representative in the Association of Danish Law Firms (*Danske Advokater*), in which he has a seat on the board of directors as well as on the board of representatives.

Ethics and openness

As a law firm, we have a great ethical responsibility. Our work and business methods are based on good conduct and respect for our clients, our employees and our surroundings. General legal ethics, the Code of Conduct for the Danish Bar and Law Society and Bech-Bruun's Code of Conduct are the foundations for our way of operating as a business.

We take responsibility

At Bech-Bruun, we aim to ensure the highest possible level of integrity in the way in which we do business. It is essential that our clients and business partners can rest assured that we act in a fair and ethically correct manner. We therefore expect that all employees at Bech-Bruun live up to our Code of Conduct and contribute to complying with the Ten Principles of the UN Global Compact and that all Bech-Bruun lawyers comply with legal ethics and the Code of Conduct for the Danish Bar and Law Society.

At the same time, our employees have a special responsibility to be aware of and refrain from engaging in conduct which is illegal or in contravention of our ethical guidelines. As a law firm, we expect our employees to ensure that their conduct is always compatible with our ethical guidelines. Moreover, we have a zero-tolerance policy on bribery and corruption.

Ethical conduct as a guiding principle

Our comprehensive corporate governance system outlines what we expect of ourselves, our employees and our business partners and covers a range of specific policies and codes of conduct, including in relation to attempted bribery, receiving gifts, handling conflicts of interest, preserving fair competition, the all-important protection of confidential information and minimising the risk of money laundering and financing of terrorist activity. In addition, we observe the standards of the Modern Slavery Act, which is committed to preventing slavery, forced labour and human trafficking.

The increased digitalisation and use of new technology in our work raise a need for specific, ethical guidelines governing how we process data and the risks potentially entailed in such processing activities. Therefore, we launched a project in 2021 to formalise and implement a data ethics policy at Bech-Bruun, framing our ethical responsibilities in relation to data protection going forward. We want to send a clear signal to our clients and the world around us that we have considered the ethical issues and dilemmas that may arise in connection with the increased use of new technology to process data. We expect to implement our data ethics policy in 2022.

Responsible collaboration

Finally, our conduct and expectations to our suppliers' protection of human rights, prevention of discrimination and protection of the environment are also important components of our ethical guidelines. In 2021, we solidified our focus on ethical conduct among our suppliers for the years to come.

When we purchase goods and services, it is essential to us that we can rest assured that our suppliers also comply with the standards to which we have committed. To this end, we have taken steps to draft a detailed supplier policy with a view to ensuring that all of Bech-Bruun's key suppliers uphold the same standards as we do. In 2022, we plan to implement this detailed supplier policy in close collaboration with our key suppliers.

It is important to us to have longstanding, professional and value-creating business partnerships, striking a careful balance between price and quality, while ensuring that our business partners and sub-suppliers and their sub-suppliers fully comply with our supplier policy.

Openness

As a firm providing advisory services, it is essential that our clients and business partners have easy access to relevant information on us, and that we comply with the disclosure rules of the Code of Conduct for the Danish Bar and Law Society. We strive, therefore, for openness and transparency within the framework of confidentiality which is the cornerstone of our client relationships.

This means specifically that we give the public access to a wide range of information about our company, including our values and ethics, management structure, products and services, pricing principles and relevant contact details. Our publicly available information is posted on our website and included in our annual management and CSR reporting.

In addition, we strive for openness and transparency by making our knowledge available for media enquiries, and we proactively provide information for the general public on new knowledge, strategic considerations and initiatives.

Lead position in compliance

2021 was a year characterised by the ever-growing focus of Danish businesses on ethics and compliance. This applies particularly to data protection and IT security, both of which are critical to the reliability of any professional business.

Bech-Bruun has some of Denmark's leading legal advisers in the field of compliance. We set the highest ethical standards, for our clients' compliance as well as for our own internal compliance.

In 2011, Bech-Bruun was the first Danish law firm to set up an independent compliance and risk management team. After a decade of dedicated work in this area, we stepped up our game even further in 2021.

Know-how of the highest standards

Last year, compliance was more important than ever at Bech-Bruun. We heightened our focus on ensuring increased specialisation among our employees working with compliance.

And by establishing a new position as Head of Risk & Compliance, we yet again emphasised the importance of being able to serve our clients to the highest standards, providing maximum security.

"At Bech-Bruun, we're committed to maintaining our position as Denmark's best compliance advisory team. In 2021, we therefore intensified our focus on future-proofing our data security, for instance by optimising and developing our processes and by training our employees to ensure that they are up to date on current legislation. The objective of our efforts is clear: We need to constantly be at the forefront of developments," says Mette Blomsterberg, who was appointed as Head of Risk & Compliance at Bech-Bruun in 2021.

Our compliance efforts are anchored with our legal specialists and with the group of specialist compliance controllers. These are highly-specialised employees, whose principal task is to ensure that our in-house compliance procedures are observed and documented.

Mette Blomsterberg, **Head of Risk & Compliance**

Mette has been a part of Bech-Bruun since 1999 and has worked with compliance for more than a decade. She is heading Bech-Bruun's Risk & Compliance team and is Bech-Bruun's compliance officer in accordance with the Danish Anti-Money Laundering Act.

Lars Lindencrone Petersen, **Knowledge Management Partner**

Lars is a partner and has been with Bech-Bruun since 2008. His duties include being responsible for Bech-Bruun's in-house compliance and knowledge management. With broad knowledge of the future requirements for lawyers, he contributes to ensuring that Bech-Bruun's employees are updated on compliance and comply with current legislation.



One step ahead on data protection

As a leading law firm, it is crucial that we live up to our responsibility at all times and to the confidence that our clients place in us. This requires a constant focus on complying with applicable law, with data security and protection of personal data being major focus areas particularly in Europe.

As a result of the ever-growing demands on corporate compliance, we continued giving high priority to our internal compliance in 2021. Existing processes were optimised and new processes were introduced in order to ensure that we are able to continue efficiently identifying and managing external risks. This also applies to data ethics considerations.

“Compliance goes way beyond just observing the rules. It’s also very much about proactive risk management. We therefore increased our focus on IT-controlled screenings of potential new clients in the past year. This will enable us to identify, assess and take action more quickly to mitigate risks and to ensure that we act in accordance with the law,”

says Lars Lindencrone Petersen, who, in addition to his longstanding experience as a legal adviser and lecturer, is Bech-Bruun’s knowledge management partner and the individual responsible for Bech-Bruun’s in-house compliance.

Targeted AML and CTF efforts

Our responsibility and consequent focus on compliance also applies within the areas of anti-money laundering (AML) and counter-terrorist financing (CTF) as well as the potential risks to which we may be exposed as providers of advisory services.

As a law firm, we have a shared responsibility by which we are bound, because when we assist in transactions, we become privy to confidential information about our clients and their owners, including data ethics considerations.

This applies, for instance, when we assist Danish and foreign clients on the acquisition or divestment of companies and property portfolios, which often involve large sums of money. Again in 2021, we made a great effort to stay ahead of the curve, implementing a number of precautions.

For more than a decade, we have developed one of the legal industry’s most rigorous systems for screening clients and their beneficial owners when we take on an assignment for them, and we monitor client relationships in accordance with our duties under the Danish Anti-Money Laundering Act. We continually develop this system in order to comply with new requirements,” Lars adds.



Copenhagen Denmark
Aarhus Denmark
Shanghai China

+45 72 27 00 00
www.bechbruun.com
info@bechbruun.com
Law Firm P/S