

Communication on Progress

The period covered by this COP runs from 9 June 2021, up to and including 7 June 2022.

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

To our stakeholders:

We are pleased to confirm that Mannheimer Swartling Advokatbyrå AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-corruption.

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

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

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

Within our organisation, we work actively to increase diversity and wellbeing, as well as to reduce our environmental impact. We have systemised our internal efforts to enable continuous skills development for all of our employees; to ensure processes for adherence to regulations, our Code of Conduct, sound business ethics and the firm's core values of quality, business focus and team spirit. In 2021, we committed to the Science Based Targets Initiative (SBTi). Read more and access our environmental policy [here](#).

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

We must be responsive and engage in ongoing dialogue with our stakeholders in order to understand where the firm has the greatest impact, and thereby identify the key issues for our strategic sustainability initiatives. Stakeholder dialogues are central to our efforts to develop our

business and are natural parts of the day-to-day business. Our stakeholders include, among others, Swedish and international clients, the Swedish Bar Association, trade associations, administrative authorities, employees, suppliers as well as our *pro bono* partners.

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

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

1.1 Sustainable development

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

1.2 Mannheimer Swartling and the Sustainable Development Goals

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

- Goal 5: Equality – concentrating on diversity, a strategically important issue we have been working with for several years.
 - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- Goal 8: Decent work and economic growth – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

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

1.3 Outcomes

Our outcomes are shown in the table below by reference to the relevant sections of our 2021 Annual Sustainability Report and website. This matrix provides easy reference and comparison to the framework of the UN Global Compact. It also provides details on some of our *pro bono* initiatives and specifies the practice groups that have main responsibility for the various parts of our advisory business.

Mannheimer Swartling / Global Compact	Advisory	Internal	Community
General source	Annual Report p.37-45, Annual Sustainability Report p.23, home page (here)	Annual Report p.37-45, Annual Sustainability Report p.24-34, home page (here)	Annual Report p.37-45, Annual Sustainability Report p.36-37, home page (here)
<i>Note: unless otherwise stated, page references below refer to the Annual Sustainability Report 2021:</i>			
Human Rights	<p>Our goal is to embed relevant business and human rights competence throughout our full service offering but there is specific expertise in Practice Groups:</p> <ul style="list-style-type: none"> • Corporate Sustainability and Risk Management • Corporate Investigations and Corporate Crime 	<p>Ethics and Regulatory Compliance, p.26-27, 38-39</p> <p>Internal training on business and human rights via our Professional Development framework, p.31</p> <p>Closure of Moscow office and related internal work (see statement on Ukraine and Russia here)</p>	<p>Pro bono partnerships, p.36-37 (overview here). Specifically:</p> <p>Centre for Justice (here)</p> <p>Gapminder (here)</p> <p>Global Compact Network Sweden (here)</p> <p>The City Mission (here, here and here)</p>
Labour	<p>Practice Groups:</p> <ul style="list-style-type: none"> • Employment and Pensions • Corporate Sustainability and Risk Management 	<p>Overview p.28-31, 38-39 focussing on themes of:</p> <ul style="list-style-type: none"> • Diversity and inclusion • Wellbeing • Personal and professional development, leadership 	<p>Global Compact Network Sweden</p> <p>Open House (here)</p>
Environment	<p>Our goal is to embed relevant climate and environmental competence throughout our full service offering but</p>	<p>Overview p.32-34, 38-39, in particular:</p> <ul style="list-style-type: none"> • Commitment in 2021 to Science- 	<p>Global Compact Network Sweden</p> <p>Race for the Baltic (here)</p>

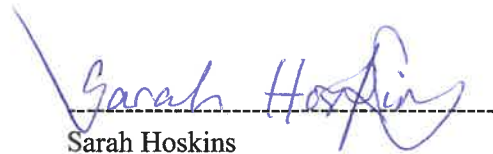
Mannheimer Swartling / Global Compact	Advisory	Internal	Community
	<p>there is specific expertise in Practice Groups:</p> <ul style="list-style-type: none"> • Environment • Corporate Sustainability and Risk Management 	<p>based Targets Initiative (here)</p> <ul style="list-style-type: none"> • The Green Pledge, p.23-25 in Annual Report 2021 (here) and here. 	
Anti-corruption	<p>Practice Group:</p> <ul style="list-style-type: none"> • Corporate Sustainability and Risk Management 	Ethics and Regulatory Compliance, p.26-27, 38-39	Global Compact Network Sweden

The full Mannheimer Swartling Annual Sustainability Report 2021 is published [here](#) (in Swedish only) and the Annual Report 2021 is published [here](#).



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