



**UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP) 2022**



This COP covers the period from October 2019 up to and including August 2022.

Statement of support by the Partners

25 August 2022

To our stakeholders:

I am pleased to confirm that Wigge & Partners Advokat reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in cursive script that reads 'Frida Sander'.

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



DESCRIPTION OF ACTIONS

Human Rights

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

In 2020, when the sustainability group was narrowing down the proposals for the Christmas donation, they came to the conclusion that while we as a law firm have been successful in finding ways to contribute to sustainability within both labour, anti-corruption and the environment as part of our everyday business, the question of human rights is not one we believe we can contribute strongly to within our work or within our workplace. Despite this we strongly believe that the matter of human rights is an invaluable one in the goal of sustainability, and we wish to do our part in this important work. Therefore in 2020 we supported children in need by giving the Christmas donation to Plan International.

For the Christmas donation in 2021, we went in with the same mindset, to try to direct our financial measures toward organisations that work with human rights in particular. Thus, in 2021 we chose to give the Christmas donation to Hand in Hand. Hand in Hand is a non-profit organization working with entrepreneurship as a long-term method to fight poverty. The organisation focuses on women and youths in countries such as India, Kenya and

Zimbabwe to educate them on how to start and run new businesses to support themselves, their families and their communities.

Our sustainability group is currently working to concentrate its external sustainability work to a more focused area, and as part of this work we are aiming to select an organisation to work with long-term.

Additionally, while as we mention it is typically difficult for us as a law firm to make any real contributions to human rights other than purely monetary ones, 2022 (unfortunately) brought an opportunity for us to do just that. With the still ongoing occupation of Ukraine and countless people being uprooted from their homes and fleeing to countries across Europe, Wigge & Partners wanted to do our small part in helping persons arriving in Sweden from Ukraine to settle into a new life here.

Therefore, we were happy to invite in a new colleague to join our small firm; a lawyer having arrived with his family from Ukraine. While of course we wish we could contribute more to this international crisis, we are glad that we have hopefully accommodated for an easier transition for at least one new family here in Sweden.



Employee development and care

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

All new associates are assigned a mentor to guide them through the beginning of their time at Wigge & Partners. The mentors are able to give new associates an idea of what is expected of them, and what they can expect from us as an employer. We believe it is important to receive support and opportunities to ask questions. The mentoring system also allows for new associates to more easily become part of the community that is Wigge & Partners.

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

While this was a challenge during Covid-19 which required primarily online gatherings, we are now happy to all be

back at the office, however with more flexible opportunities to work from home when required. Being primarily back at the office has allowed for our social committee to arrange for more frequent after works and other team building activities, both for the firm as a whole and the associates in particular.

The lifted Covid-19 restrictions have also meant that we are able to hold more in person seminars and lectures for our employees while still always allowing access through Teams for anyone working from home or who is otherwise not able to participate at the office. This hybrid solution has meant more frequent participation by our employees, and thus allowing more people to take part in the vast knowledge we have as a group.



DESCRIPTION OF ACTIONS

While the community aspect of our workplace is an important factor in promoting a safe and positive environment for our employees, we understand that the responsibility for this cannot only be put on our employees as a group. We believe that a well-functioning workplace requires management with experience with employee welfare and development, that our employees can feel safe to reach out to with any issues that may arise within the workplace. Therefore, we have recently hired a HR manager that leads our recruitment work as well as various long-term projects within the firm to develop and strengthen us as an employer and as a business. As a still small but constantly growing law firm, this has been an important step in our journey.

Finally, we strongly believe that the well-being of our employees is closely tied to their physical and mental health, as well as their ability to thrive within the workplace. Therefore, we offer our employees the opportunity to participate in different activities within sports and self-development. For example, we organize

weekly jogging sessions coached by a professional trainer and host various games and social events in order to create a sense of community. We are also encouraging participation in more cultural activities at the workplace, most recently by establishing the Wigge & Partners Orchestra, which we believe promotes a more open and enjoyable workplace.



UN's Sustainability Development Goals

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

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

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



Combatting climate change

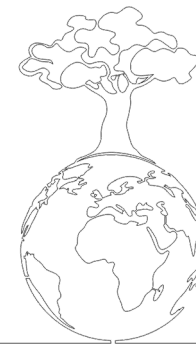
As an organisation we value and appreciate the importance of the environment, and have adopted number 13 – combating climate change, of the United Nations Global Compact, as one of our own core goals. As part of this, we have and are taking steps to become a more climate conscious workplace and to limit our own negative impact on the climate.

With our new environmental policy, which we adopted last year, as well as our updated general terms and conditions (regarding offsetting any carbon emissions through flying for business out of our own pocket), we continue to strive toward being a climate conscious workplace.

While Covid-19 as well as other global factors are still affecting travel, we have noticed a greater willingness within our business to do as much business as possible online, including meetings and signings that would have required travel prior to the pandemic. This is allowing us to minimize our carbon footprint further. As an additional step toward this, we have been accepted into the UN Global Compact Climate Ambition Accelerator, where we hope to gain invaluable knowledge on how we can take more climate action, both internally and with respect to the advice we give our clients.

It has also continuously been our ambition to engage our employees in our work for the environment. During the fall of 2020 we held a climate contest through an app called Deedster, as a way of creating engagement and spreading awareness about each person's environmental impact and what they as individuals can do to contribute to the fight against climate change. This was greatly appreciated, and we hope to find additional ways to promote engagement within this issue over the next year – either through Deedster or another measure that makes learning about our environmental impact accessible and, if possible, even fun.

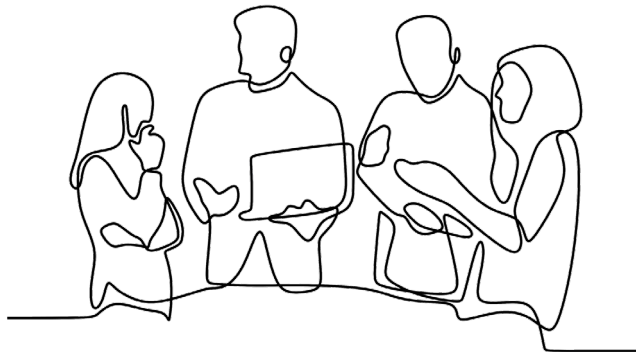
Finally, on a more administrative level, we strive for our workplace not to negatively contribute to climate change. Most recent in these efforts was to replace our regular printers and introduce a new printing system without automatic printing and coloured printing. This ensures that only what is truly necessary is printed out on paper, thus putting less strain on our planet's resources.



DESCRIPTION OF ACTIONS

Clients

As an advisor we wish to assist our clients in making sound sustainable business decisions and during 2021 and 2022 we have continued to arrange free seminars related to various regulatory aspects and market trends related to combatting climate change and enhancing equality. As of the end of 2021, our Funds and Investments team also circulates a quarterly newsletter that among other things report on regulatory matters within sustainability. This helps keep our clients up to date on these important issues that are becoming increasingly prevalent within our field.



Suppliers

As part of our focus on sustainable consumption as one of our three goals, we are continuing to review and examine our suppliers. As a growing business, we are continuously increasing the number of suppliers we work with, and always examine potential new suppliers according to the following key requirements:

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

DESCRIPTION OF ACTIONS



Equality

The equality issue, especially gender equality, is marked as a central problem in our industry sector, which informed our choice to work toward equality at the recruiting stage. The number of Wigge & Partners employees has changed significantly as we have actively recruited lawyers to all departments. We work to ensure that our recruitment process is balanced and thorough in order to attract the best candidates regardless of gender, not least through the introduction of our new HR manager.

Through the below employee statistics we have noticed that since last year's report, there have been certain shifts in division between men and women. For example the difference between male and female associates is smaller while still being more men than women, and the difference between male and female associates is smaller while still being more women than men. Our HR manager is working actively to examine these patterns, to ensure that we have a fair and equitable hiring process while receiving the best possible candidates.

Employee statistics

Law section	Total	Women	Men
Partners	10	20%	80%
Senior Associates	9	55%	45%
Associates	16	44%	56%
Total	35	40%	60%
Administration	7	100%	0%

The health and wellness at Wigge & Partners

Health has always been important to Wigge & Partners, and during Covid-19 a number of measures were implemented to promote this, including a health benefit program that included the purchase of bikes to beneficial prices for the employees and weekly opportunities for exercise. This year, all our employees have received the opportunity to examine and work on their health and wellness routines together with IMR – a health platform working for a sustainable work life. Users receive assistance and encouragement in making behavioural changes to promote a healthier and more sustainable lifestyle, not least how to balance such matters with a demanding work life. Through IMR, our employees receive check-ups to regularly measure their health and fitness, and have access to continuous consultations with IMR’s professionals. This program has so far been much appreciated and most employees have taken advantage of this opportunity so far.



Anti-corruption and ethics

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

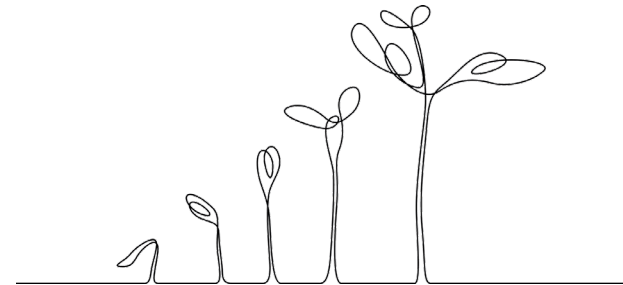
As a law firm that mainly focuses on transactions, we are well aware of the risks in our and our clients' industry sectors. We also understand the responsibilities every company must take in order to fight money laundering, prevent terrorist transactions and other similar transgressions. Having that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

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



Going forward

In our continued work with contributing to sustainability, both at the workplace and in our community, we aim to develop Wigge & Partners in all aspects of sustainability. Going forward in 2022 and onward, we will work with the following measures:



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