



Secretary-General Ban Ki-Moon
United Nations
New York, NY 10017
USA

Copenhagen, August, 12 2016
Your Ref:
Our Ref: 11285-007

NJORD LAW FIRM Advokatpartnerselskab, CVR 34 87 78 07 is a medium size Danish Law Firm with approximately 150 employees. **NJORD Law Firm** is an independent, national office in the Nordic law Firm cooperation called NJORD LAW FIRM, which has five national offices throughout the Baltic Sea region, including in Copenhagen, Aarhus, Tallinn, Riga and Vilnius. In all, NJORD LAW FIRM has more than 190 employees.

I am pleased to confirm that **NJORD Law Firm**, hereby commits its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

NJORD Law Firm commits to advance the Global Compact Principles, to make them a part of the operations of our law firm and to clearly state this internally in the firm as well as to the general public. The firm recognizes that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our law firm's efforts to implement the ten principles, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

As part of **NJORD Law Firm's** commitment, the firm has enforced an individual set of Corporate Social Responsibility (CSR) principles, consisting of eight detailed principles, as well as a set of internal instructions on how to ensure consistent and efficient incorporation of the CSR principles in the firm's management, external and internal relations, and everyday operation.

I have enclosed a copy of the eight **NJORD Law Firm CSR principles** and the internal instructions related hereto as appendixes to this letter. **NJORD Law Firm's CSR principles** will be made publically available on our national website www.NJORD.com/da together with the annual COP reports.

Best Regards,
NJORD Law Firm

Lars Lokdam

Managing Partner, CEO and Member of the Board of Directors Denmark

NJORD
LAW FIRM