

Corporate Social Responsibility Review 2020



Welcome

Dear reader,

2020 was a year filled with extraordinary challenges brought by the COVID-19 pandemic. For Loyens & Loeff, the pandemic has reinvigorated our efforts to serve as a strong partner to our clients, our people and the communities around us. We enacted our new Code of Conduct this year to ensure that our values and our CSR policy are embedded into every activity we undertake as a firm.

Our newly established CSR Steering Committee drafted new guidelines for the way we support communities, still under the theme '**Youth & Education**', and how we work towards a cleaner future. The main objectives: increasing our impact by focusing more heavily on overarching themes and building engagement within the Loyens & Loeff community through transparent firmwide communication.

Even during the pandemic, our firm continues to initiate activities and partnerships in the **four pillars of our CSR strategy**:

- being a trusted partner for our clients and society
- putting people at the heart of our business
- contributing to a cleaner future
- supporting the communities we live and work in

Throughout the pandemic, we have worked to help everyone within our firm to create a healthy home-office environment. Members of our firm have also actively helped in the fight against the coronavirus through pro bono legal services related to contact tracing and testing.

In this Corporate Social Responsibility Review, we provide a brief overview of some of the main CSR activities we engaged in over the past year.

Kind regards,



Bram Linnartz,
Managing Partner at Loyens & Loeff



A trusted partner

Our commitment to being a trusted partner for both our people and our clients is enshrined in our firm's mission and value statement.

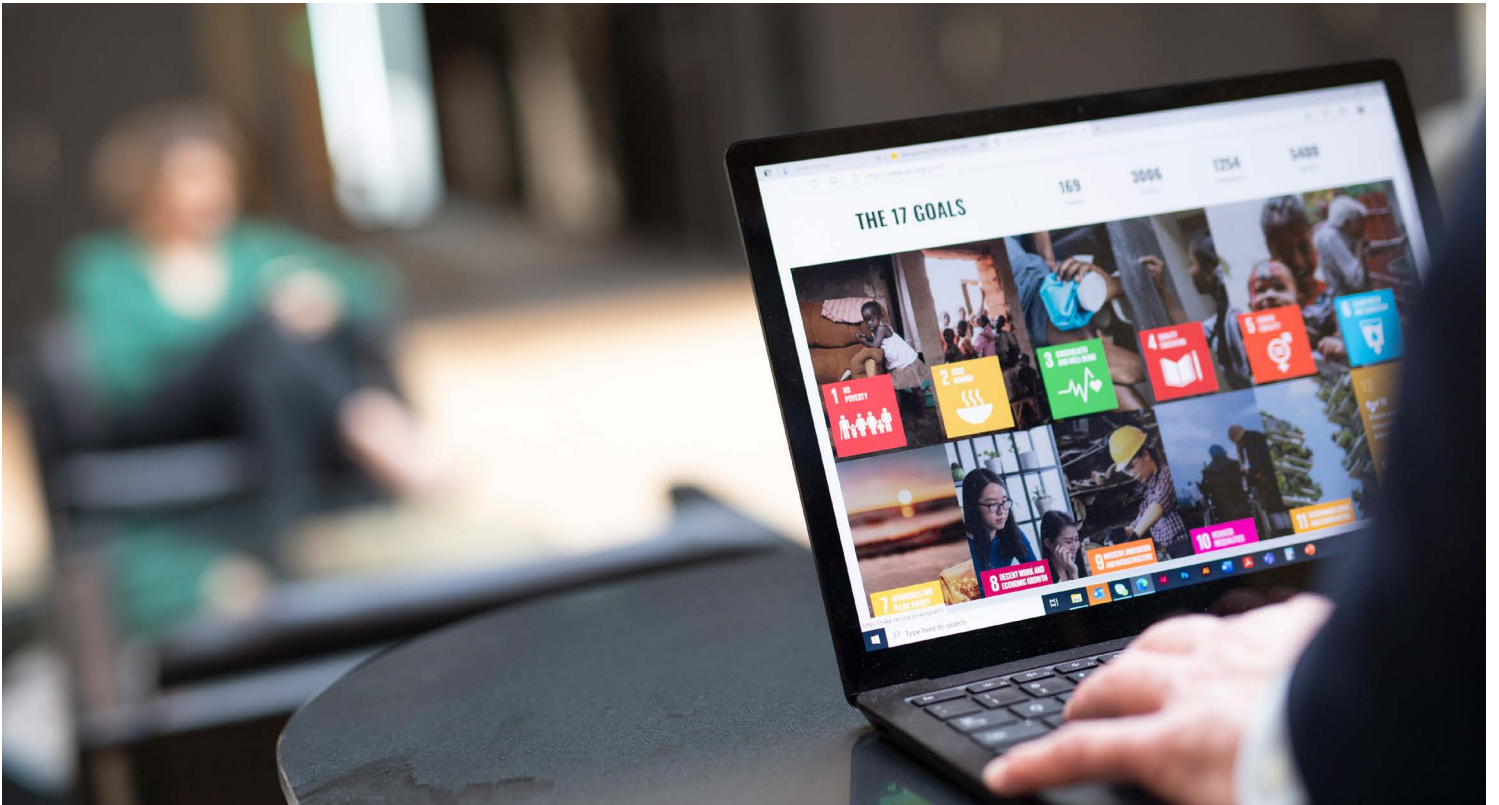
Mission statement

One firm: law & tax

- We put **people at the heart of our business**.
- We empower **exceptional talent** and nurture **collective entrepreneurship**. We provide each other with room to develop so we can all maximise our impact.
- We are **a trusted partner** for our clients with a solution-driven approach. We provide them with smart, efficient services so they can succeed in their ambitions.

Value statement

- **People-centred** - We create an inspiring, inclusive and fun place to work where we can all reach our full potential.
- **Trusted as a partner** - We work together to make a significant difference for each client.
- **Professional** - We apply the highest professional standards to everything we do.



UN Sustainable Development Goals

In 2015, the United Nations adopted the **17 Sustainable Development Goals** (SDGs), a global call for action to promote climate protection, sustainability and social justice by 2030. The UN SDGs serve as a guide for developing responsible policymaking and reporting practices in the public and private sector.

Loyens & Loeff has chosen focus areas and themes to support the targets laid out in **SDG4** (our Youth & Education initiatives), **SDG5** (Diversity & Inclusion measures) and **SDG12** (sustainability projects and membership in organisations like the Green Business Club).

By embracing the UN SDGs, we have gained a clear view of our company's responsibilities towards society and the environment, and how we can measure and report on our impact. The topics discussed in this CSR report reflect our firm's commitment to making the UN SDGs a reality.

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People at the heart of our business

Our people are our greatest asset. This year has strengthened our resolve to putting our people first by ensuring a safe, healthy working environment and using the latest technologies to keep our teams connected whilst working from home. Even during the pandemic, Diversity & Inclusion (D&I) continues to be high on our firm's agenda. At Loyens & Loeff, we want everyone to feel at home.

Keeping connected during the pandemic

Our firm is keeping team members connected at a time when most of our people have switched to working from home. At the start of the pandemic, our HR department sent weekly inspirational newsletters, providing our colleagues with tips on how to stay active, fit and connected during the pandemic. Our colleagues had the opportunity to receive personal health coaching. Teams were also encouraged to keep in touch with each other; for example, through virtual pub quizzes or coffee breaks. We also hosted a firm-wide online event, L&Lx, to celebrate our achievements over the past year and focus on our strategy moving forward.

GoodHabitz

Loyens & Loeff launched a new online learning platform this year called GoodHabitz, which offers on-demand e-learning courses for the entire firm. The platform enables us to continually develop, whenever and wherever we want.

Chambers D&I Charter

In 2020, Loyens & Loeff signed the Chambers D&I Charter, a pledge to address workplace inequality. By signing this charter, our firm has formally committed itself to establishing a D&I strategy to build a diverse workplace culture. The pledge also requires us to review our D&I strategy and policies annually and adjust recruitment practices to meet D&I targets.

One strategy initiative introduced this year is known as the 'Fly on the Wall' in which colleagues are trained to identify and address biases during (virtual) performance meetings.

Forward Foundation

We are a proud partner of the Forward Foundation (Stichting Forward), whose mission is to promote the acceptance, validation and visibility of LGBT people in the Dutch legal profession. Forward Foundation is working to create a platform for exchanging experiences and best practices aimed at creating an inclusive environment for all legal professionals, regardless of sexual orientation or identity.

Legal Diversity & Inclusion Alliance

As a member of the Legal Diversity & Inclusion Alliance (LDIA), our Brussels office is partnering with other firms to create a more inclusive work environment.

'We have a continuous ambition to become a more diverse and inclusive firm. To achieve this, we have focused on more awareness of unconscious bias. We are training the whole firm on this topic. We also have a "fly on the wall" in all meetings about associates. The next step will be to appoint women to chair all our assessment committees.'

Hermine Voute, Partner and Chair of Committee on Diversity & Inclusion at Loyens & Loeff

We are proud that Loyens & Loeff Luxembourg is one of the first Luxembourg law firms that were granted a CSR label, delivered by the Luxembourg National Institute for Sustainability and Corporate Social Responsibility.



A cleaner future

As a professional services firm, our ecological impact is mainly related to business travel, commuting, waste generation and energy and paper consumption. To reduce our environmental footprint, we have joined various sustainability initiatives.

Green Business Club

As co-founder of the Green Business Club Amsterdam Zuidas, Loyens & Loeff encourages cooperation on sustainability projects in the Amsterdam Zuidas business district. In February 2021, Loyens & Loeff became a founding member of the Green Business Club Rotterdam Centrum. Now, we will apply the same approach to Rotterdam's main business district: sharing best practices with other local businesses and working together towards a more sustainable future.



KLM Corporate Sustainable Aviation Fuel Programme

Loyens & Loeff has supported sustainable fuels through the KLM Biofuel programme since 2012. This programme is now known as the KLM Corporate Sustainable Aviation Fuel (SAF) Programme. Under this initiative, our firm promotes the use of sustainable fuels in the aviation industry. We pledge a portion of our business travel to flights powered by biofuel and other sustainable fuel types.

The SuperDrecksKëscht®

The SuperDrecksKëscht® is a trademark which was developed in the frame of the waste management missions of the Luxembourg state. The activities of the SuperDrecksKëscht® are acknowledged by the EU and have been awarded with the label „best practice“ for resource management and climate protection. The Loyens & Loeff Luxembourg office acquired the SuperDrecksKëscht® label in 2020 for waste prevention and recycling.

Zero Waste 2030

Building on our commitment to promote sustainability as part of the Green Business Club Amsterdam Zuidas, our firm joined the Zero Waste Zuidas 2030 initiative. The goal is to establish a circular economy within the business district by 2030 by ensuring that all waste products are reused or recycled to produce new raw materials or energy sources. In 2020, the project kicked off with efforts to recycle paper, cardboard, plastic and organic waste.

Sustainable new office

At Loyens & Loeff, we are proud that Hourglass, our new office in Amsterdam, has earned a BREEAM Excellent certificate for its highly sustainable design features, which include water-efficient plumbing and sensor-controlled lighting. Our offices have all adopted a wide range of sustainability initiatives, from reducing paper and plastic waste, to conserving water and using energy efficient lighting.



Supporting our community

Our firm only thrives when the community around us thrives. We aspire to be the best neighbour we can be by offering pro bono work and supporting initiatives that help keep our communities healthy and prosperous. We are also committed to protecting and serving the youngest members of our communities, which is why one of our firm's central CSR themes is Youth & Education.

Pro bono work

As a centre for legal and tax expertise, Loyens & Loeff is in a unique position to help support our communities by offering consultation and services on a pro bono basis. In 2020, our pro bono projects included offering legal advice to the PrivateTracer initiative, which helped develop technologies that were later integrated into a COVID-19 contact-tracing app issued by the Dutch government, as well as a collaboration with the business community and the Dutch government to quickly establish XL (rapid) COVID-19 test sites.

Right to Play



Loyens & Loeff is a partner to the international non-profit Right to Play. We share this organisation's belief that sport and play are powerful tools for empowering children with the knowledge and skills they need to drive change in their lives.

Giving Back

Our firm is a partner to the Dutch charitable organisation Giving Back, which encourages young people to realise their ambitions by connecting students to people and organisations that can serve as an example and inspire them. Several of our colleagues contribute by serving as mentors or providing guest lectures.

IMC Weekendschool



We support the IMC Weekendschool Foundation. This Dutch non-profit offers children from underprivileged neighbourhoods a three-year course to provide them with the skills, knowledge and audacity to find a place in society, matching their capacities. Taught by volunteer professionals, including our colleagues, the course introduces the children to a wide range of topics, including law, and trains them in skills such as presentation, research, debate, collaboration and conflict resolution.

JINC

Since 2006, Loyens & Loeff has been a sponsor of JINC, a Netherlands-based non-profit dedicated to helping young people create their own opportunities by preparing them to enter the labour market. We share JINC's commitment to providing young people with guidance and strong role models, so they can become the skilled professionals of the future.

'Children who grow up in socioeconomic deprivation have far less chance to make it in life. Not because they are not smart or talented, but because of where they are born. This is unacceptable to us. So, we have developed projects that give them a helping hand - a connection to the world outside their neighbourhood. We could never do this without the help of our partners. So, we are very grateful to Loyens & Loeff for sharing our goal, and supporting us in every way they can!'

Daniël Roos, director of JINC

As a leading firm, Loyens & Loeff is the logical choice as a legal and tax partner if you do business in or from the Netherlands, Belgium, Luxembourg or Switzerland, our home markets. You can count on personal advice from any of our 900 advisers based in one of our offices in the Benelux and Switzerland or in key financial centres around the world. Thanks to our full-service practice, specific sector experience and thorough understanding of the market, our advisers comprehend exactly what you need.

Amsterdam, Brussels, Hong Kong, London, Luxembourg, New York, Paris, Rotterdam, Singapore, Tokyo, Zurich