



LOYENS  LOEFF

DIVERSITY & INCLUSION

# Shaping **positive futures**



It is only when our people have the freedom to be themselves that they can reach their full potential and provide the best service to our clients.

# Diversity and Inclusion at Loyens & Loeff

## Creating a dynamic and supportive environment

Our people are the greatest assets we have and we rely on them for the quality of the services that we provide. It is only when our people have the freedom to be themselves that they can reach their full potential and provide the best service to our clients. This is why we strive to create an inspiring work environment that is dynamic and challenging but also inclusive, flexible and supportive. An environment where everyone, regardless of origin, religion or cultural background, feels at home and has equal opportunities to reach their personal goals.

## A culture of inclusiveness

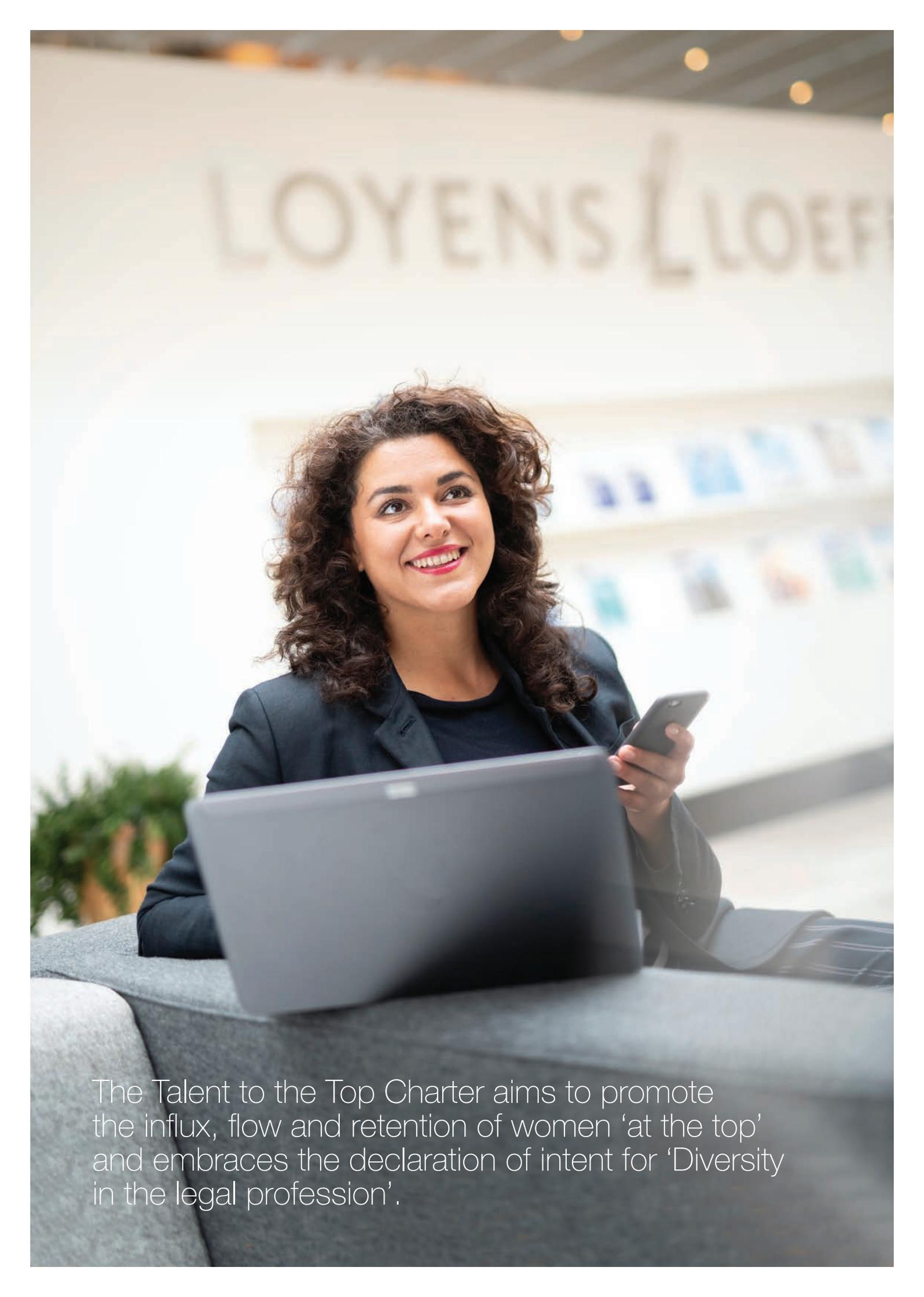
Our business requires a diversity of perspectives and talents that reflect our client base. A culture of inclusiveness ensures that we can find the best people for the job, regardless of ethnicity, age, gender, sexual orientation or disability. We are working hard to integrate a culture of inclusiveness into all processes from recruitment and training to culture change and leadership development.

## Social Innovation Council

Diversity and inclusion isn't about words, but rather about actions. In 2008, we established the Social Innovation Council, which sets specific targets and organises activities each year to promote diversity and inclusion within Loyens & Loeff.



*A culture of inclusiveness ensures that we can find the best people for the job, regardless of ethnicity, age, gender, sexual orientation or disability.*



LOYENS L LOEFF

The Talent to the Top Charter aims to promote the influx, flow and retention of women 'at the top' and embraces the declaration of intent for 'Diversity in the legal profession'.

# It's about actions

## - Talent to the Top Charter on gender diversity

In 2011 we signed the Talent to the Top charter, a unique partnership between the Dutch government, the private sector and senior businesswomen. This charter aims to promote the influx, flow and retention of women 'at the top' and embraces the declaration of intent for 'Diversity in the legal profession'.

## - ECHO Foundation on diversity policy

We are an active partner of the ECHO Foundation (Expertise Centre on Diversity Policy) who use their expertise to support us in implementing effective and sustainable policies that will help us become the inclusive firm we want to be. In 2018 we hosted the 2018 ECHO awards ceremony at our Amsterdam office, had one of our partners participate as a member of the jury and presented the first ever Loyens & Loeff Law & Tax Award for multicultural talent on that same occasion.

## - Foundation Forward

Our firm is delighted to have teamed up with the Stichting (Foundation) Forward who aim to encourage the acceptance, validation and visibility of lesbians, homosexuals, bisexuals and transgender ("LGBTs") within the Dutch legal profession. With this, Forward aims to create a platform for the exchange of experiences and best practices in order to promote an inclusive environment for all legal professionals, regardless of sexual orientation or identity.

## - Nurturing our talents

We are proud of our "Career Watchers Programme" in which female talents are mentored and supported by assigned partners. The role of the mentor is to give advice and serve as a guide within the firm to help the mentee reach her ambition.



*In 2018 we hosted the 2018 ECHO Awards at our Amsterdam office.*

## Other activities include:

- Running the Loyens & Loeff Buddy programme that pairs up new employees with experienced colleagues who help them get acquainted with the firm.
- Conducting awareness programmes and workshops for all partners with a focus on leadership style and diversity.
- Regular culture scans and engagement surveys on diverse topics such as work/life balance.
- Organising Bring a Friend events aimed at developing the next generation of tax and legal professionals. Employees are given the chance to invite friends who are interested in our areas of expertise to our offices.

# Corporate Social Responsibility

For Loyens & Loeff sustainability is all about acting on our responsibilities to society and the environment. We owe this to our clients, because they count on us to be a reliable and responsible partner. We also owe it to society, because we realise that we benefit from society and have been given many privileges and opportunities. And we owe it to ourselves, because we are not just professionals, but also members of society; we want our work to be rewarding in all aspects, not just professionally.

## Operating responsibly

Operating responsibly means being trusted by our clients to deliver accurate, neutral and confidential tax and legal advice. Our Mission, Values and Conduct Protocol provides a structure to build this trust and respect, while internal Learning & Development clarifies the behaviours and conduct expected of our team.

Our partners are committed to operating the firm ethically, fairly and transparently. This is vital to our licence to operate and maintains relationships of trust with our clients and partners.

- Our Supplier Code of Conduct and Sustainable Procurement helps ensure that CSR extends down the supply chain.
- Our Code of ICT Conduct safeguards information through mechanisms such as encryption software for the firm's computers and mobile phones.
- Through specific structures we have formalised our strategic approach to responsible business. A dedicated CSR partner, supported by a project team is tasked with embedding CSR within wider systems of governance.

## Towards a cleaner future

We see the potential in a cleaner, greener economy. By becoming an efficient, smart business we will save time, money and energy while also realising new client opportunities in environmental law and alternative energy.

As a professional services firm, our greatest impacts are business and commuting travel, waste, energy and paper consumption. We focus our environmental initiatives in these areas.



*Loyens & Loeff is an active partner of the KLM Royal Dutch Airlines' Biofuel Programme.*

- We are an active partner of the **KLM Royal Dutch Airlines' Biofuel Programme** which aims to stimulate the development of biofuels and reduces our carbon footprint.
- We are a co-founder of **Amsterdam's Green Business Club** which aims to connect local companies and organisations so they can jointly initiate sustainable projects.
- Our Amsterdam office is equipped with a rainwater system. In general we measure and monitor our water consumption and take measures to save water where we can.

## Supporting communities

Evidence shows that businesses thrive when neighbourhoods thrive. This is why investing in our communities is not only about being a good neighbour, it's about safeguarding a future pipeline of talented people, and creating resilient local supply chains and new client opportunities.

Recognising that the world is becoming increasingly polarised between those who have and do not have access to justice and freedom of speech, we try to contribute to tackling social inequality in the communities we work in, and in the way in which we operate our firm. We do this by championing issues of human and labour rights, youth and education.

- We encourage our lawyers, tax advisers and notaries to pursue pro bono work, supporting small businesses, charities, schools and public bodies. Below are some of the organisations we regularly assist:
  - **Human Rights Watch**
  - **War Child**
  - **Dutch Cancer Society**
  - **Doctors without Borders**
- **The Right to Play Foundation** trains teachers and youth leaders in areas of conflict to be coaches, helping children to become more resilient through playing sports and games. We support Right to Play by offering our legal expertise. In addition one of our partners is on the Board.

For Loyens & Loeff sustainability is all about acting on our responsibilities to society and the environment. We owe this to our clients, because they count on us to be a reliable and responsible partner.



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