

Corporate Social Responsibility Review



A trusted partner

Dear reader,

For Loyens & Loeff, CSR is about more than recycling or switching off lights. It is about acting responsibly on an environmental, social and governance level.

We have translated this into four focus areas:

- 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

In this Corporate Social Responsibility Review, you will find a brief overview of the progress we have made in these areas in recent years.

Because our children and youngsters deserve the best possible future, we primarily focused on initiatives that would benefit them. Our central CSR theme, therefore, has been and will continue to be "Youth & Education".

We look forward to the exciting journey ahead of us, and we invite you to join us.



Kind regards,
Bram Linnartz,
Managing Partner
at Loyens & Loeff

To learn more about our CSR initiatives, visit

loyensloeff.com/en/en/about-us/csr.

Reach out to us with any questions or suggestions.

Our commitment to being a trusted partner for both our employees and our clients is embedded in our new mission statement and value statement. Our Supplier Code of Conduct and Sustainable Procurement Policy help us ensure that our CSR policy extends down our supply chain.

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 and 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 in everything we do.

"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

People at the heart of our business

Our people are our greatest asset. That is why we invest in continuous training and coaching, in career development, and in well-being and work-life balance. It is only then, that our people will be able to reach their full potential and provide the best service to our clients.

Diversity & Inclusion are high on our firm's agenda. We want everyone to feel at home at Loyens & Loeff, regardless of their origin, sexual orientation or belief.

"By 2025, Loyens & Loeff wants to have 30% female partners. One of our initiatives to realise this, is our "Career Watchers Programme". In this programme, female talents are mentored and coached by experienced colleagues. So far, the "Career Watchers Programme" has been a success—many of the mentees have made it to partner."

**Mijke Sinnighe Damsté, Partner,
and chairperson of the Loyens & Loeff
Committee on Diversity & Inclusion**

ECHO Awards

In 2018, Loyens & Loeff's Committee on Diversity & Inclusion partnered up with ECHO (Expertise Centre on Diversity Policy). This has resulted, amongst other things, in the sponsorship of one of the awards at the yearly ECHO Awards (the Loyens & Loeff Law & Tax Award), where a number of outstanding students from multi-cultural backgrounds are awarded a Summer Course at UCLA, the University of California, Los Angeles (United States).

Creating an inclusive work environment

In 2018, Loyens & Loeff's Committee on Diversity & Inclusion partnered up with Forward, who encourage the acceptance, validation and visibility of LGBTs in the Dutch legal profession. To support Pride, a huge flag decorated our Amsterdam and Rotterdam offices.



As a member of LDIA (Legal Diversity & Inclusion Alliance) our Brussels office is also involved in building a cross law firm alliance with a focus on creating a more inclusive work environment.

Our colleagues come from all over the world and with so many different cultural backgrounds, we encourage everyone to celebrate occasions that are important to them. It is a tradition during Ramadan to invite friends, acquaintances and family for Iftar, the breaking of the fast. In 2019, a few of our colleagues organised a joint Iftar at our Amsterdam office.

"Playing, whether it's sports or any other game, is one of the most fundamental forces in a child's life. It is a great way to teach children the critical skills they need to dismantle barriers and embrace opportunities in learning and in life. It also offers an escape from the daily hardships of children growing up in the most difficult places on earth. We are grateful to Loyens & Loeff for their ongoing support."

**Marije Dippel, Director Right To Play
Netherlands**

Towards 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. We are determined to reduce our footprint in these areas.

The paper and electricity consumption in our Brussels office have decreased significantly over the years:

Paper (A4 – 80gr):

- 2018: 4215 long reams
- 2019: 2140 long reams

Electricity:

- 2017: 374.237,00 Kwh
- 2018: 362.400,00 Kwh
- 2019: 206.121,00 Kwh (January - September)

CSR label Luxembourg

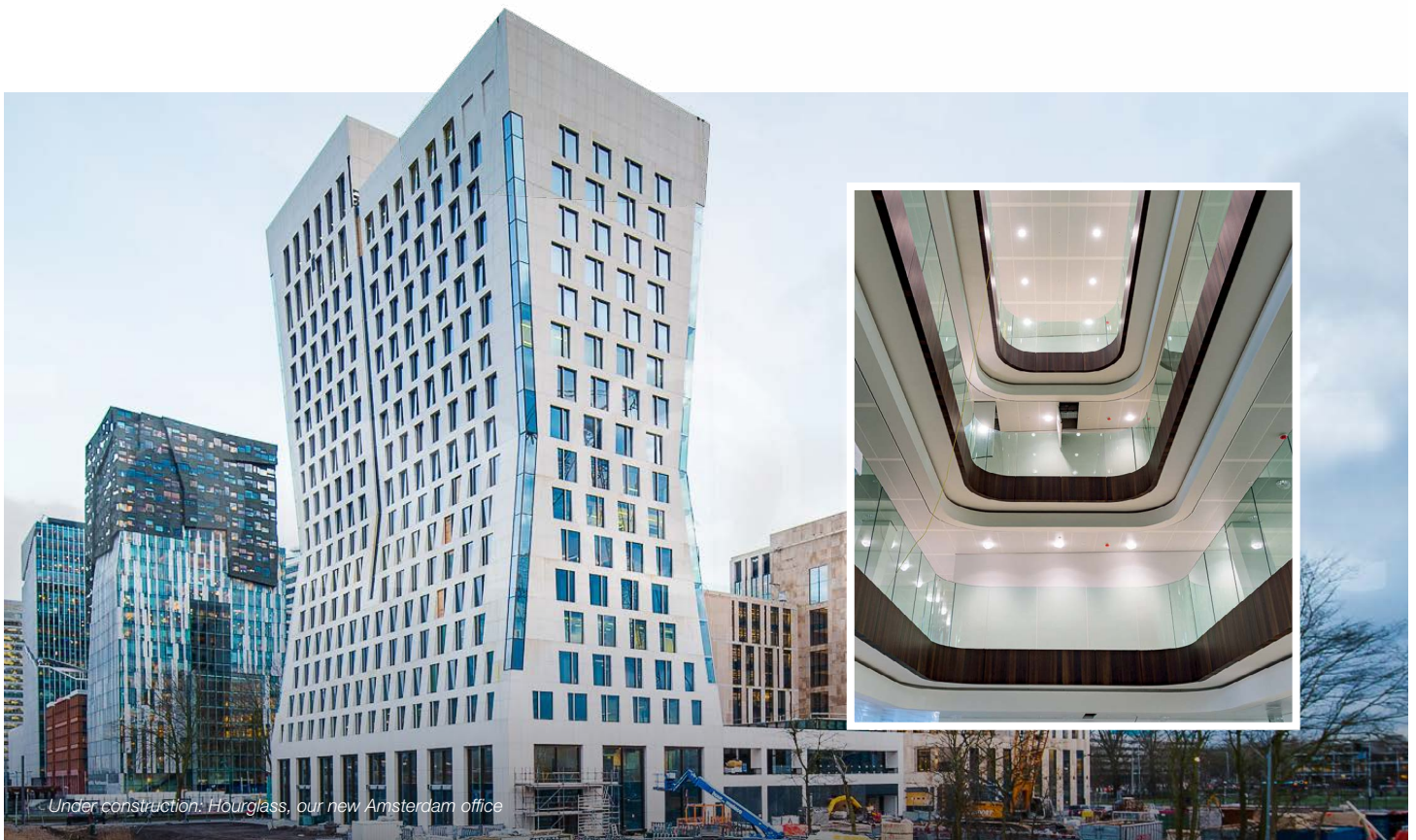
In 2019, Loyens & Loeff Luxembourg received a CSR label from the National Institute for Sustainable Development and Corporate Social Responsibility (INDR) as one of the first law firms in Luxembourg. It shows we are on the right track, and encourages us to do even better in the future.

Hourglass

In 2020, Loyens & Loeff Amsterdam is moving to a new building: "Hourglass". The design and construction of this new building meet a high sustainability standard, resulting in a 'BREEAM-NL Excellent' sustainability certificate. It offers storage for up to 550 bicycles, and has charging stations for electrical cars. Solar panels and green roofs further optimise the sustainable use of the available square meters. Smart systems will ensure the reduction of energy consumption.

Green Business Club

As co-founder of Amsterdam's Green Business Club, Loyens & Loeff wants to encourage cooperation in the Amsterdam business district 'Zuidas', with a clear focus on sustainability. The Green Business Club offers businesses the opportunity to share best practices, learn from each other, and collaboratively work towards a sustainable Zuidas.



Under construction: Hourglass, our new Amsterdam office

Supporting our community

Our firm only thrives when the communities we operate in thrive. That is why we aspire to be the best neighbour we can be, especially for youngsters.

We firmly believe in social equality, in the power of education, and that children are our future.

That is why our firm's central CSR theme is "Youth & Education".

Sponsorships/donations & pro bono

Financially, or through legal, tax, or notarial pro bono advice, we aspire to make a tangible difference in our communities.

We specifically focus on our children and youngsters.

They deserve the brightest future possible.

	Pro bono*	Sponsorships/donations
2019	€288.000	€484.000
2018	€267.000	€467.000
2017	€218.000	€408.000

* in equivalent value

Organisations we support in light of our CSR theme Youth & Education:



Giving back

Giving Back encourages young people to realise their ambitions. They do this by connecting students to people and organisations that can serve as an example and inspire them.

IMC Weekendschool

IMC Weekend School 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 professionals (volunteers), 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.

Right to play

Right To Play believes that sport and play are powerful tools to empower children with the knowledge and skills to drive change in their lives. Loyens & Loeff couldn't agree more.

Helping youngsters get organised

JINC wants to expose young people to the world of business from an early age. The reason is simple: it reduces the likelihood of dropping out and offers students better prospects for work. We fully agree with this mission. That is why we have been supporting JINC since 2006.



1. Sunday school on Dutch law (©IMC Weekendschool); 2. Business women and men of the future (© JINC); 3. Sport and play help to learn life skills (© Right to Play); 4. A day at the office for two promising youngsters (© 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