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**WEEK VAN DE BEDRIJFSJURIST - ONZE PARTNERS EN DUURZAAMHEID**

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Since its foundation, Crowell & Moring Brussels has developed and participated in initiatives aimed at creating a better world. In 2018, our firm created a Corporate Social Response Committee whose job is to support our CSR strategy and identify areas for improvement and good causes to support based on the UN Sustainable Development Goals. We believe and invest in the future of our firm, our people and our clients.

First of all, we take gender equality, diversity and inclusion in our firm to heart. Diversity and inclusion form part of Crowell & Moring's core values when elaborating a long-term HR and client development strategy.

Furthermore, our firm believes that sustainable client development also requires a rapidly changing marketing strategy and the provision of services that are adapted to our client's needs and demands, especially in the areas of innovation and digitalization.

Finally, we are proud about our constant will to tackle tough societal challenges such as improving access to justice. The pro bono projects of our firm bring the legal profession and the public closer together and demonstrate our lawyers' dedication to their profession.



As an HR specialised law firm, we consider it important at Claeys & Engels to take into account our own HR policy about the diversity and complementarity of our 150 lawyers and staff members' profiles. In addition, we have been focusing on ecology and innovation for several years by digitalising everything as much as possible (less printing, electronic invoicing, electronic pay slips, electronic archiving, digital meetings to limit trips between our locations, etc.), and concentrating on an eco-friendly car fleet for our staff. Our clients are at the heart of our services and we are always looking for solutions to answer their questions as quickly and efficiently as possible. We also consider it important to contribute financially to various social projects such as "De Warmste Week" or to the United Fund for Belgium.



As part of a global network, Deloitte Legal is committed to positively contribute to a more sustainable world. Based on our carbon footprint, we decided to first address the areas where we could greatly improve our environmental impact: mobility, travel, and infrastructure. We incentivized our employees to adopt sustainable mobility alternatives, both for their daily commutes and for international meetings. We are working on reducing CO2 emissions produced by our buildings, indeed downsizing from four buildings to one in Brussels in 2017 means that the CO2 consumption of the new premises is no less than 40% lower. But we aim to go further and to



produce 40% of our own renewable energy compared to total consumption in Belgium by 2023 and 100% by 2030.

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## ● NautaDutilh

“Sustainability is undoubtedly a key aspect for our clients. As a law firm, we help corporates and financial institutions address the challenges they face. NautaDutilh is proud to be the only law firm in Brussels to have been awarded an ecodynamic company label by Brussels Environnement. Yet further proof that sustainability is in our DNA and one of our core values.”

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Philippe & Partners is a Belgian-Luxembourg law firm offering high quality services in most legal matters.

We try to reduce our carbon emissions as much as possible, we focus our actions on sustainable products:

- We have installed LED lamps in our offices.
- Elimination of plastic, we have installed a water fountain that provides us with still, sparkling and hot water for teas, etc...
- The sorting of paper is done via containers, the paper is then confidentially recycled.
- We have installed a shower, so that our staff can come by bike, electric scooter, electric bike etc...
- We have agreed to flexible hours to minimize travel during peak hours.
- Teleworking is also accepted for our employees.

The environment remains a priority for our firm and we try every day to make our staff aware of their responsibilities in this matter.

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## Van Olmen & Wynant

Van Olmen & Wynant takes its responsibility in terms of people and society seriously. This is expressed, among other ways, in the ABC, the three core values on which the firm's operations are based: We achieve, we bond, we care. Internally, we permanently invest in the personal development of our people and we take steps forward towards a green office. Externally, VOW shows its social commitment in various ways, including through pro bono work for specific organizations.

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Vialegis attempts to implement sustainability in its daily operations from paperless offices over wellbeing at work to subscribing the chapter of 'pioneering employer'.

We must admit, however, that we can do better as regards diversity: 90% of our staff are female...



## Freshfields

The way we do business at Freshfields reflects who we are and what we stand for. We don't just want to advise our clients well, we want to do so in a responsible and sustainable way. We are committed to running our business in an ethical and environmentally sustainable way and to becoming a more diverse and inclusive workplace where everyone is treated with respect. We are also committed to making a positive difference to the communities we touch, focusing our efforts on providing access to justice and access to opportunity.

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“Sustainable development in both environmental and ethical dimensions is a necessity and a legitimate expectation of clients, authors and employees. Larcier-Intersectia is actively and positively engaged to create a sustainable society through an increasing digitalization of its products portfolio and the use of paper from sustainable branches. Our ethical concern is recently expressed in the free delivery of tablets to hospitals and healthcare institutions to ease contact between Covid patients and their families.”

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### **Protecting the environment: towards a cleaner future**

We see the potential in a cleaner, greener economy. By becoming an efficient and smart business, we will realise new client opportunities in environmental law and alternative energy.

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## Stibbe

Sustainability is one of our core values. We embrace it in our legal practice by striving for lasting client relationships and providing balanced advice that provide long-term sustainable solutions for our clients.

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Our sustainability strategy is driven by our ambition to deliver economic, social, and environmental impact through our expert solutions.

In our value creation model, we commit to various Sustainable Development Goals. E.g. We aim to create better-skilled health professionals, we enhance access to smart and data-driven legal information, we innovate in digital transformation...

Curious?

**Join our Webinar with Impact on 1st December at 11a.m.**