

# NJORD

LAW FIRM

UN GLOBAL COMPACT 2022

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# WHAT WE DO

WE WORK

as problem-solvers for private and business clients, nationally and internationally

WE SPECIALISE

in more than 30 areas of expertise

WE SPEAK, THINK, AND COOPERATE

in more than 25 languages

WE COMBINE EXPERTISE & PRACTICAL EXPERIENCE

with customised counselling – in plain language



# WHO WE ARE

250 EMPLOYEES  
in Denmark and the Baltics

20 NATIONALITIES  
with a strong worldwide network

**FOUR COUNTRIES**  
Denmark, Estonia, Latvia, and Lithuania

**SIX OFFICES**  
Aarhus, Copenhagen, Silkeborg, Riga, Tallinn, and Vilnius



# OUR BUSINESS FUNDAMENTALS

## INTERNATIONAL

NJORD strives to be regarded by our clients and the market as the leading international and Nordic law firm widely recognised for providing professional and value-creating solutions for our clients.

## OPENNESS

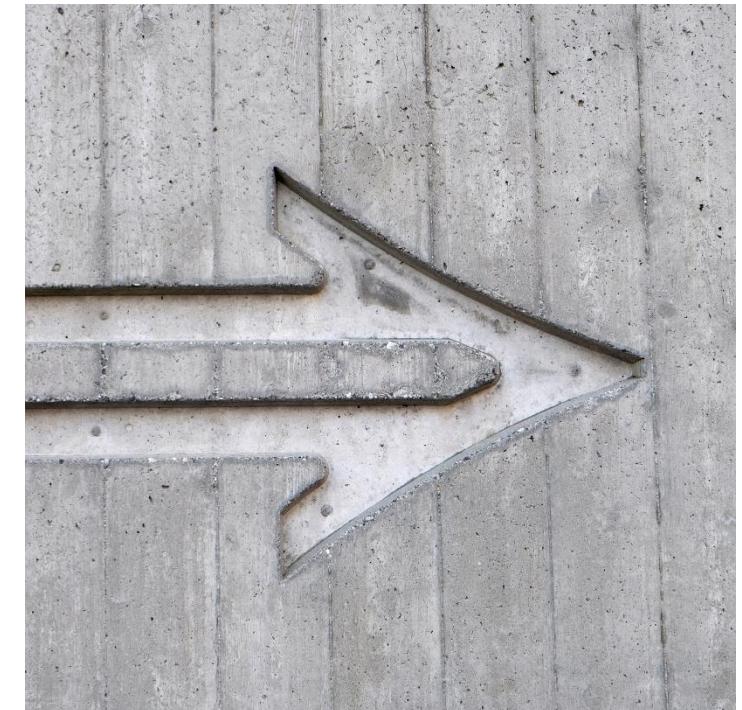
Our organisational structure is flat, ensuring easy access to decision-making processes and maximum influence. This results in a strong sense of community and commitment among employees and has made NJORD a popular and valued place of work.

## STRONG CORE

Our employees make up our business. Therefore, their well-being and the working environment is a high priority.

## MOVEMENT

We are not afraid to ask questions and challenge. We focus on expanding and developing our consultancy in sectors where regulation affects the activities of our clients.



# WHAT WE BELIEVE IN

## SOCIAL RESPONSIBILITY

Whoever has the ability and the opportunity also has the duty. As a law firm, we have a voice in society – it is imperative that we use it wisely to influence society in a positive direction.

## DIVERSITY

We believe that diversity is a must and a strength. Therefore, we invest in internationalisation, minorities, and inclusion. Our diversity makes us strong together.

## PRO BONO

We support Digital Responsibility (Digitalt Ansvar), Repair Café, Unconventional Ventures, Red barnet, Danish Cancer Society, Amnesty International, Turkish migrants, Association of Danish churches, Danchurchaid, and UN Women.

## CO<sub>2</sub>-NEUTRAL

Since 2018, we have been tracking our carbon footprint and compensating through climate investments. Certified by IHS Markit, NJORD is the first CO<sub>2</sub>-neutral law firm in Denmark.



# CEO STATEMENT

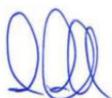
NJORD Law Firm has been a proud member of the United Nations Global Compact since 2016. We are continuously working to uphold our existing initiatives taken the recent years, but we are also taking new actions to abide by the ten principles. At NJORD, we take pride in being a company that cares. Therefore, the principles are a big part of our values and the way we run our business. As a law firm, we have a voice in society – it is imperative that we use it wisely to influence society in a positive direction.

In 2016, we joined the Association of Danish Law Firms' codex (advokatKODEKS) and formulated NJORD Law Firm's Code of Conduct. In 2018 NJORD received the Danish AdvokatKODEKS award for our efforts against digital offences, which shows that the industry supports the project and our hard work. Since 2018, we also have been tracking our carbon footprint and compensating through climate investments.

With this report, we are proud to reaffirm our commitment to the ten principles of the United Nations Global Compact initiative covering Human Rights, Labour, the Environment, and Anti-Corruption.

*27 April 2022*

Lars Lokdam, managing partner, CEO





# HUMAN RIGHTS

## ACTIONS

- NJORD Law Firm safeguards diversity as it is one of our fundamental values. NJORD respects and acknowledges our employees' differences and the individual's identity. We see diversity in the composition of employees as our strength, as each employee enriches NJORD with his or her experience.
- At NJORD, there are 60% women and 40% men. Our focus is to develop and support a diverse workplace where everyone is welcome regardless of gender, marital status, ethnic origin, sexual orientation, religion, disability, or age.
- Openness, respect, and tolerance together with diversity are our core values, which is why we ensure a healthy and safe work environment where discrimination, bullying, and harassment are not tolerated.
- We want a healthy and attractive workplace, where physical and psychological well-being and safety are in focus. We are continuously working to maintain a good work environment, where employees can expect to be treated properly and respectfully by the management and colleagues.

### DIGITAL RESPONSIBILITY

NJORD Law Firm takes digital and social responsibility. We fight for those whose voices are not heard in cases about digital criminal offences.

### OUR LEGAL WORK MAKES A DIFFERENCE

Therefore, we feel an obligation to act.

### LEGAL JUSTICE ON THE AGENDA

Over the last few years, all established media in the country – both tv, radio, and newspapers – have followed NJORD's work to combat digital offences. This recently resulted in a three-part documentary by the Danish Broadcasting Corporation (DR).

WATCH THE DOCUMENTARY





# HUMAN RIGHTS

## OUTCOMES

- We enforce our Human Resource Policy and employee satisfaction surveys to ensure that everyone can be happy at work.
- Since 2016, NJORD Law Firm has made a serious effort to combat and create attention to digital criminal offences in Denmark. We have worked pro bono and assisted in a number of cases within this field and worked with the Danish government to tighten the minimum and maximum sentences for digital sexual offences, as well as worked to set higher compensations to the victims.
- Furthermore, NJORD Law Firm has participated in establishing the member association – Digitalt Ansvar – which is working for up-to-date legislation, effective investigation, better knowledge, data, and purposeful education. In 2018 NJORD received the Danish AdvokatKODEKS award for our efforts against digital offences.
- We have achieved increased maximum penalties and tort for digital sexual violations, an increased focus on digital offences from the police and the digital platforms and now see a significant tendency towards a change in digital behaviour.

*"It does not make much of a difference to say that you are not allowed to share pictures without consent if the actual sharing has no consequences. The legislation then is but a hollow shell. We must show that the legal system works by ensuring that digital offences also have consequences."*

– Miriam Michaelsen,  
partner at NJORD Law Firm and lawyer in more  
than 30 cases of digital infringements

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# HUMAN RIGHTS

## ACTIONS

- In our wish to respond to the Ukraine humanitarian crisis, NJORD Law Firm has lawyers made available offering legal expertise

## OUTCOMES

- Ukrainian refugees receive the practical assistance and advise necessary in order to seek temporary stay or asylum in Denmark

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# LABOUR

## ACTIONS

- NJORD Law Firm ensures a safe and healthy work environment by continuously taking several measures to improve the physical and psychological work environment.
- We set out to secure a good work-life for everyone – and not just for employees with NJORD, but also for those who have difficulties in gaining a foothold in the Danish workforce.
- Every year, we take in multiple interns and trainees, and we have employees with salary subsidy with a view to full-time employment. We dare to see opportunities in new employees with unique profiles.
- Employees with NJORD Law Firm have an influence on the development of the business. They participate in the processes on strategy and continually provide input to improvements and new initiatives.

## OUTCOMES

- We have an annual satisfaction survey, a workplace assessment (APV) every third year, regular job satisfaction surveys with high scores of job satisfaction, and action plans to handle employees' stress, absence due to illness, and occupational accidents.
- We offer all employees health insurance and collective accident insurance to help the employees to a better life if the damage has occurred.
- Throughout our offices the phone system has been changed. All meetings are now through Teams. Furthermore, it has ensured easy cooperation and knowledge sharing between all offices.



# ENVIRONMENT

## ACTIONS

- NJORD Law Firm contributes to a sustainable environment by making environmental savings and reductions.
- At NJORD, we work actively to reduce the use of plastic, and if possible, we buy office supplies that are made of recycled materials.
- At NJORD, we contribute to a sustainable environment by compensating for our consumption of IT licenses

## OUTCOMES

- We work with suppliers who have ambitious CSR policies. When investing in products and services, it is always a priority that the production is environmentally friendly and organic and that the product is durable and of high quality. Hotel bookings are booked through Goodwings, whereby the profits go to charity around the world.
- We have replaced plastic bottles with tap water, which is served at meetings and for employees.
- Recently, we introduced a new approach to handling waste to reduce output by 500 plastic bags per week.
- All PCs at our offices use a particular power-saving program reducing the power consumption to an absolute minimum when we are not working.
- We compensate for our consumption of IT licenses by planting approx. 2,400 trees every year in Danish forests.



# ENVIRONMENT

## ACTIONS

- At NJORD, we recycle as much material as possible, which contributes to a sustainable environment.
- NJORD Law Firm takes many measures to improve the environment, such as reducing air travels by prioritising international meetings in online meeting rooms, reducing waste in general and recycling, reducing the use of paper and printing, and reducing food waste by optimising every purchase.

## OUTCOMES

- At our offices, bicycles are available so that our attorneys can transport themselves quickly and sustainably to court hearings, trials, and meetings throughout the city.
- Our phone system has been changed. Now all our meetings and phone calls are performed through Teams, which is an environmentally friendly way of communicating. The old phones were all recycled.



# ANTI-CORRUPTION

## ACTIONS

- NJORD ensures a high ethical level.
- As a law firm, we are obliged to prevent money laundering and corruption.
- None of NJORD's employees give or receive undue advantages to or from Danish or international officials.

## OUTCOMES

- All employees have pledged to respect and abide by the rules of the Danish Bar and Law Society.
- NJORD Law Firm has drawn up a memorandum that specifies the demands under the Act on Measures to Prevent Money Laundering and Financing of Terrorism. All employees are obliged to observe the rules of this act and ensure to be updated on any changes and amendments.
- We have a policy on how to entertain clients and business partners internally and externally.
- In all cases, including cross-border activities, we advise and recommend clauses to fight and prevent corruption.

**DETERMINED  
TO MAKE CHANGES  
THROUGH OUR LEGAL WORK**



NJORD  
LAW FIRM

