

UN GLOBAL COMPACT 2026



2026 PARTICIPANT

TABLE OF CONTENT

- | | |
|------------------------------|---------------------|
| 1. What we do | 6. Our ambition |
| 2. Who we are | 7. Human rights |
| 3. Our business fundamentals | 8. Labour |
| 4. CEO statement | 9. Environment |
| 5. A Great Place To Work | 10. Anti-corruption |

WHAT WE DO

WE WORK

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

WE SPECIALISE

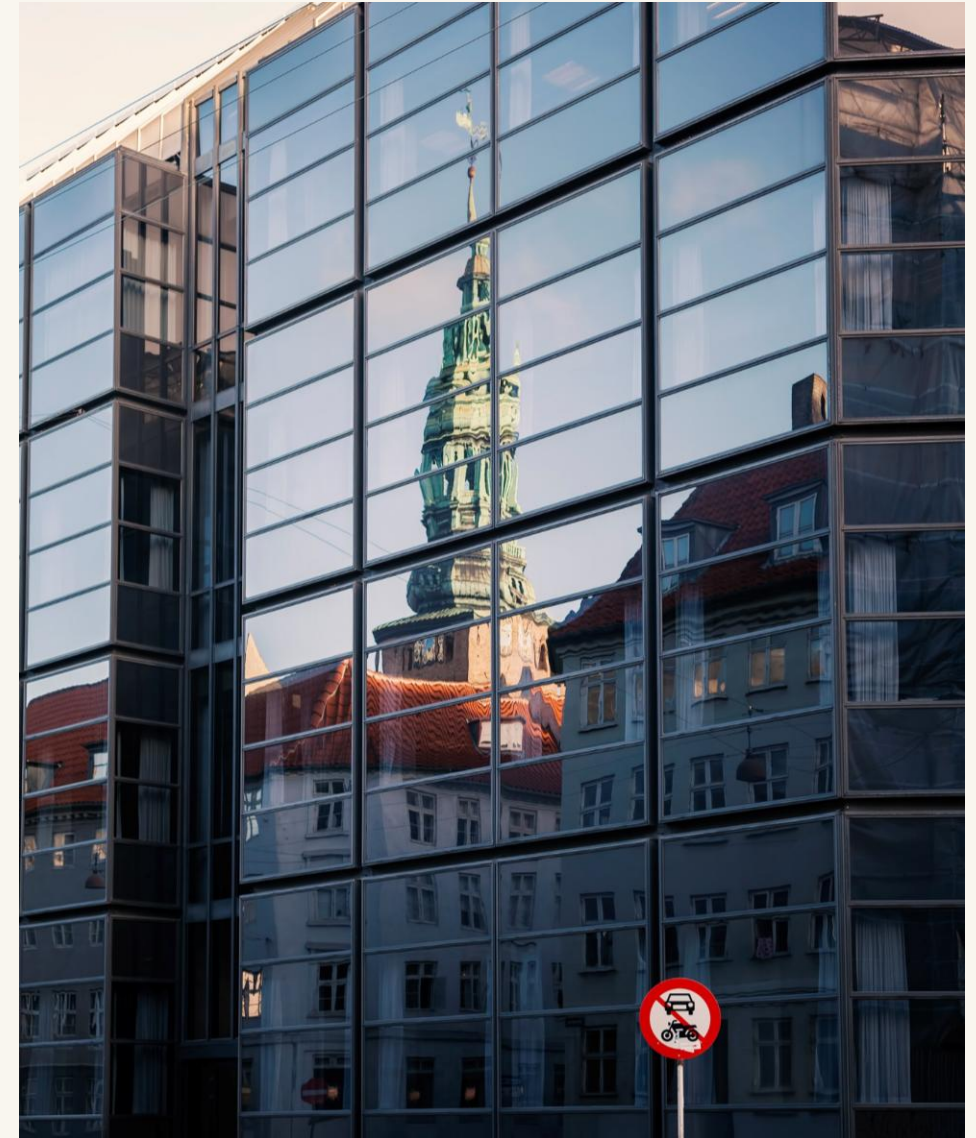
in more than 30 areas of expertise

WE SPEAK, THINK, AND COOPERATE

in more than 25 languages and across borders and legal cultures.

WE COMBINE EXPERTISE & PRACTICAL EXPERIENCE

with customised and clear counselling – in plain language



WHO WE ARE

DEDICATED, INCLUSIVE AND DOWN-TO-EARTH

230

EMPLOYEES

in Denmark and the Baltics

15

NATIONALITIES

with a strong international network

4

COUNTRIES

Denmark, Estonia, Latvia, and Lithuania

7

OFFICES

Copenhagen, Aarhus, Roskilde, Silkeborg,
Riga, Tallinn, and Vilnius



OUR BUSINESS FUNDAMENTALS

INTERNATIONAL

NJORD wants clients and the market to see us as a leading international and nordic law firm, recognised for providing professional and value-creating solutions for our clients.

SAFE AND FLEXIBLE WORK ENVIRONMENT

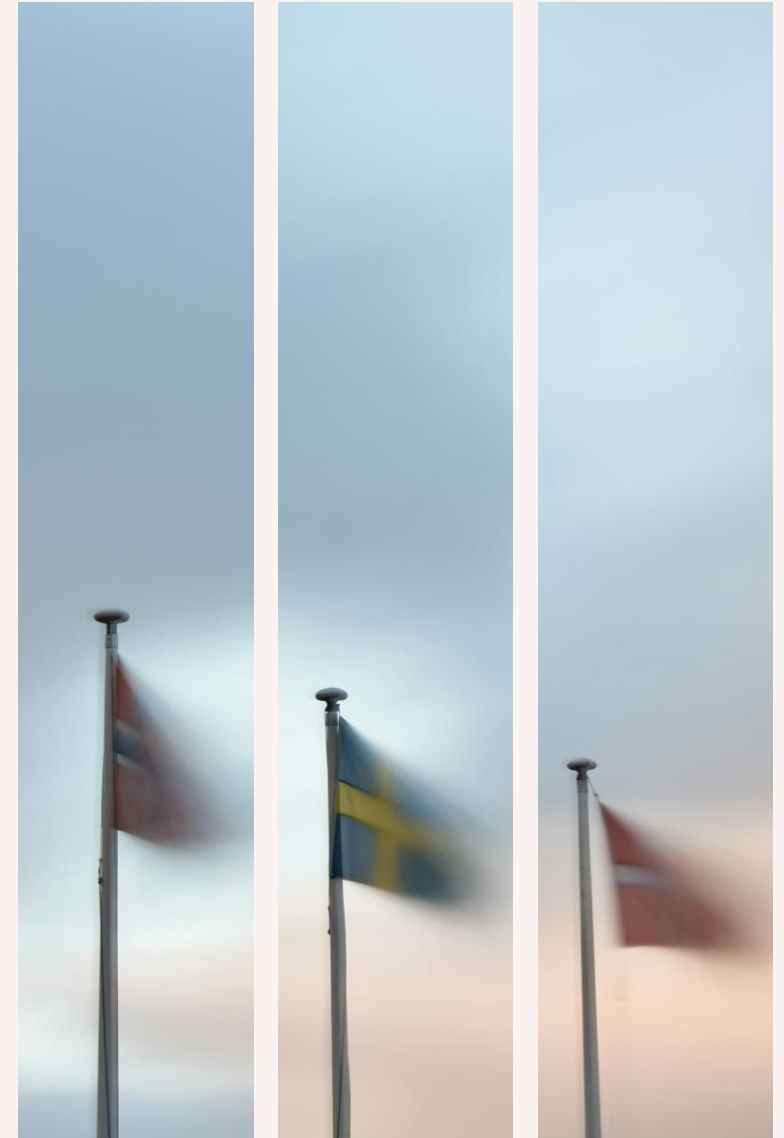
Our organisational structure is flat, ensuring easy access to decision-making processes and maximum influence for everyone. This results in a strong sense of community and commitment among employees.

As our most important resource it is our responsibility to take good care of our employees. We maintain a flexible and accommodating approach to working hours, requirements, and expectations, creating the best conditions for a healthy work-life balance.

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.

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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. We must use it wisely to influence society in a positive direction.

DIVERSITY AND INCLUSION

We believe that diversity is a must and a strength. Therefore, we invest in internationalisation, minorities, and inclusion. We have zero tolerance for discrimination. Diversity makes us strong. Together.

PRO BONO AND CHARITY

We actively support various organizations, projects, and initiatives either financially or pro bono. This includes, among others, the Danish Children's Cancer Foundation, The Danish Breast Cancer Campaign, and Denmark's National Charity Appeal. We also allocate resources to provide legal advice and assistance to Ukrainian refugees seeking temporary residence or asylum in Denmark.

ENVIRONMENT AND CLIMATE

We calculate our total CO2 emissions every year, which we offset through investments in solar and wind energy. Additionally, we actively work with a range of principles and initiatives to reduce our climate and environment impact.

CEO STATEMENT

At NJORD, responsibility begins with the way we work every day.

We want to make a positive difference for our clients, for society and for the people who come to work here. In 2025, we delivered the best financial result in our history. That gives us a stronger platform. But growth is not the goal in itself. We want to use our momentum to build an even better workplace for lawyers and the teams around them.

Our ambition is to become the best law firm workplace in Denmark. We base this work on data from our employee survey and use the insights to improve leadership, cooperation and everyday behaviour.

We will not get there through big words, but through better habits, clearer leadership and essential micro actions that when combined make a difference in our everyday work. The UN Global Compact principles support this direction. They remind us that responsible business is practical. It is about how we treat people, how we make decisions and how we keep improving.

July 2026, Jesper-Max Larsen, CEO



A GREAT PLACE TO WORK

In 2026, NJORD was certified as a Great Place to Work.

Great Place to Work is a global organisation that helps companies measure and develop workplace culture. Its model is based on employee feedback and is used by organisations around the world.

At NJORD, the certification is based on anonymous feedback from our employees in Denmark. It gives us a clear and data-based picture of our workplace culture.

For us, the certification is not just a recognition. It is an essential strategy tool.

We use the results to understand what works well, where we can improve and how we can create better conditions for lawyers and all colleagues around them.

Great Place to Work describes its model as a data-based way to quantify employee experience, and its Danish site explains that the Trust Index survey measures trust in management, connection with colleagues and loyalty to the company.

NJORD



WHAT OUR EMPLOYEES SAY

Our [Great Place to Work survey](#) of 2026 shows a high level of trust, pride and community across NJORD.

- **Trust Index: 86%**
based on responses from 114 employees in Denmark.
- **98%** say NJORD is a great place to work.
- **93%** are proud to tell others that they work here.
- **92%** would recommend NJORD to friends and family.
- **99%** experience that people care about each other.

What we use it for

We use the results to improve leadership, cooperation, communication and professional development.



OUR AMBITION: BEST LAW FIRM WORKPLACE IN DENMARK

NJORD wants to become the best law firm workplace in Denmark.

In 2026, we were ranked 10th in the Great Place to Work category for companies in general with up to 249 employees in Denmark. This gives us a strong starting point, but it is not the finish line.

We base our work on data from our employee survey. The results show us what works well, and where we need to improve.

We use the insights to strengthen leadership, cooperation, communication and professional development.

Our focus is practical. We work with small actions in everyday work, clearer expectations, better coordination and more involvement in the teams.

Together with independent HR consultant and expert advisor in employee behavior, Henrik Dresbøll, our management and teams work with the results through meetings, coaching and practical training.

Our goal is to create better conditions for lawyers and all other staff to do their best work.

HUMAN RIGHTS

ACTIONS

DIGITAL RESPONSIBILITY

NJORD has contributed to raising awareness of digital offences and the legal protection of victims.

Through legal work, pro bono engagement and public debate, we have helped put digital responsibility and access to justice on the agenda.

NJORD has also supported the establishment of Digitalt Ansvar, an organisation working for up-to-date legislation, effective investigation, better knowledge and targeted education.

OUTCOMES

AWARENESS AND ACCESS TO JUSTICE

Our work has helped draw attention to digital offences and the need for stronger protection of victims.

The issue has received attention from media, authorities and civil society, including coverage by the Danish Broadcasting Corporation, DR.

Digital responsibility remains important to NJORD. We continue to see responsible use of technology and protection of individuals online as part of our broader commitment to human rights.



HUMAN RIGHTS

ACTIONS

Following Russia's invasion of Ukraine, NJORD has supported humanitarian initiatives by providing legal assistance, basic organisational advice and access to our facilities.

Our support includes assistance to KOLO Nordic, which provides vehicles, equipment and practical aid to Ukraine, including hospitals and communities in frontline areas, and to Repower, a Ukrainian foundation working with psychological recovery for military medics affected by the war.

OUTCOMES

Through these initiatives, NJORD helps strengthen organisations that provide practical support to Ukraine and recovery opportunities for Ukrainian frontline medics.

LABOUR

ACTIONS

PSYCHOLOGICAL SAFETY

We ensure a safe and healthy work environment by continuously taking several measures to improve the physical and psychological work environment and safety.

WORK-LIFE BALANCE

We set out to secure a good work-life for everyone – not just for our employees. Also, for those who have difficulties in gaining a foothold in the Danish workforce.

INTERNSHIP AND DIVERSITY

Every year, we take in multiple interns, 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.

EMPLOYEE INVOLVEMENT

Our employees 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

HEALTH AND SAFETY MEASURES

We conduct employee surveys, a workplace assessment (APV), regular job satisfaction surveys with high scores of job satisfaction, and action plans to handle employees' stress, absence due to illness, and occupational accidents.

EMPLOYEE BENEFITS

We offer all employees health insurance and collective accident insurance to help the employees to a better life if the damage has occurred.

WORKPLACE DEVELOPMENT

In 2026, NJORD was certified as a Great Place to Work. We use the results to improve leadership, cooperation, communication and co-working and inter-social development.

ENHANCED OFFICE COMMUNICATION

Throughout our offices we have changed the phone system. All meetings are now through Teams. Furthermore, it has ensured easy cooperation and knowledge sharing between all offices.

ENVIRONMENT

ACTIONS

RECYCLING AND WASTE SORTING

We sort our waste in plastic, general, paper, and food waste. We work actively to reduce the use of plastic, and if it is possible we buy office supplies that are made of recycled materials.

COMPENSATION

We contribute to a sustainable environment by compensating for our consumption of IT licenses.

MINIMIZATION OF MOTORIZED TRAVEL

We reduce travel where possible by prioritising online meetings, especially for international meetings.

OUTCOMES

SUPPLY CHAIN PRACTICES

We work with suppliers who have ambitious CSR policies. We invest in products and services where the production is environmentally friendly and/or organic. When ever possible we prefer the product is durable and of high quality.

TRANSPORTATION

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.

WASTE REDUCTION

We have replaced plastic bottles with tap water, served at meetings and for employees. We introduced a new approach to handling waste to reduce output by 500 plastic bags per week.

ENERGY EFFICIENCY

All PCs at our offices use a particular power-saving program reducing the power consumption to an absolute minimum when we are not working.

REFORESTATION

We compensate for our consumption of IT licenses by planting approx. 2,400 trees every year in Danish forests.

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 our employees have pledged to respect and abide by the rules of the Danish Bar and Law Society.

We have 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.

NJORD LAW FIRM

DETERMINED TO MAKE CHANGES THROUGH OUR LEGAL WORK

At NJORD, responsibility is part of our legal work, our workplace and the way we act as a business.

We will continue to support the UN Global Compact principles and use them as a practical framework for our development.

Our focus remains clear:

to take responsibility, improve our workplace and use our legal expertise where it can make a positive difference.



2026 PARTICIPANT

NJORD København

Pilestræde 58
1112 København K
+45 33 12 45 22
copenhagen@njordlaw.com

NJORD Silkeborg

Godthåbsvej 4
8600 Silkeborg
+45 33 12 45 22
silkeborg@njordlaw.com

NJORD Aarhus

Søren Frichs Vej 38K
8230 Åbyhøj
+45 33 12 45 22
aarhus@njordlaw.com

NJORD Roskilde

Algade 55
4000 Roskilde
+45 33 12 45 22
roskilde@njordlaw.com

