



Sustainability Policy

Gorrissen Federspiel

At Gorrissen Federspiel, sustainability forms an integral part of our day-to-day work. This is reflected in the way we run our firm, in the actions we take and in the causes we support. One example is our joining the UN Global Compact and incorporating its ten principles on corporate sustainability.

Our core values are quality, team spirit, decency, value creation and perspective. They are an expression of what we stand for and of what we consider important – both professionally and personally. They show who we are and reflect in how we work and collaborate, internally and externally.

1. People/HR

Everyone with a talent can perfect their skills at Gorrissen Federspiel. Present and future employees are assessed on the basis of their skills and abilities regardless of culture, gender, ethnicity, religion, age, social background, skin colour or sexual orientation. We are committed to diversity and strive for versatility in our workforce.

Several paths may lead to a good and rewarding career. As an employee at Gorrissen Federspiel, it is possible – depending on your life situation – to plan your career progress and path at the pace that fits you the best. It is our aim to create a workplace where the individual employee – while having due regard for our clients' needs – to a large extent has the possibility of organising his or her own workday with the necessary flexibility. It is our ambition to be the preferred law firm in Denmark.

It is important that our employees have a wish to develop and to seek insight into other cultural and professional environments in order to gain knowledge of other approaches to learning and teaching. To this end, our students can apply to us for a grant to study abroad or for a secondment to a foreign law firm.

It is imperative for Gorrissen Federspiel that the firm's lawyers observe all social responsibility requirements applicable to attorneys, including ethics and integrity. We also encourage our lawyers to take an active part in pro bono projects, where they contribute their own knowledge, for instance as voluntary advisers in a legal aid office or in other similar organisations.

2. Environment

Our firm aims to operate in a manner that, to the highest extent possible, takes environmental issues into account, while at the same time ensuring that we are able to provide the services sought by our clients. Our environmental strategy aims to reduce our environmental impact as much as possible.

Environmental consciousness in the form of sustainability and reducing environmental impact was a highly prioritised focus in the construction of our new Copenhagen offices. Thanks to this environmental consciousness, the building has been awarded the DGNB silver certificate. We work continuously to promote sustainability in our Copenhagen and Aarhus offices.

3. Decency

One of our core values is decency, and our actions must always be able to stand up to scrutiny. We strive to act ethically in every aspect of our work. As regards corruption and bribery, we pursue a zero-tolerance policy. Moreover, Gorrissen Federspiel's employees are expected to comply



with all governing legislation and regulation, including applicable anti-corruption rules. Any suspected breach of anti-corruption rules must be reported as soon as possible to the immediate superior of the employee involved or through our whistleblower system.

4. Pro Bono

As a law firm, we are committed to making a positive contribution to the community. This is primarily done by the firm offering pro bono services and contributing knowledge and competence to projects that we consider have a beneficial social impact. We participate in a number of different initiatives, but our two main areas for pro bono are:

Children and youth

Children and youth are the foundation of our future society. Gorrissen Federspiel therefore puts great focus on contributing to the education and development of children and youth in Denmark and abroad, by training the law students we employ and by participating in a number of initiatives outside the firm.

5. Human rights

We have joined the UN Global Compact, and we respect and support the internationally recognised human rights as set out in the UN Universal Declaration of Human Rights and the ILO Core Conventions. We strive to provide decent, safe and inclusive working conditions throughout our firm, and we expect the same from our business partners. We do not accept forced labour, child labour, discrimination or any other form of abusive behaviour.

6. The rule of law and the lawyer's role in society

As lawyers, we have a particular role and duty in a society ruled by law. Accordingly, it is important that we are involved in society as a whole while focusing on areas where lawyers have an influence or play a role. To this end, Gorrissen Federspiel focuses on collaborative work locally and nationally through the Danish Bar and Law Society and the Association of Danish Law Firms, and internationally through the International Bar Association (IBA) and other similar organisations, as well as by assisting various legal aid organisations.

Approved by the board of directors, 25 August 2025