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UN  
GLOBAL  
COMPACT  
COP 2025

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# OUR CONTINUED SUPPORT

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As Managing Partner of Hammarskiöld, I am pleased to reaffirm our firm's commitment to the ten principles of the UN Global Compact. At Hammarskiöld, we believe that conducting business with integrity and according to the highest ethical standards is fundamental to who we are.

Sustainability is an integral part of our firm's operations, and we are dedicated to aligning our work with the UN Global Compact, the 2030 Agenda, and the UN Sustainable Development Goals. These principles guide us in our daily business, influence our corporate culture, and shape the legal advice we provide to our clients.

In this annual communication, we share our progress over the past year and our plans for the future. We outline how we incorporate these commitments into our operations and business strategies, ensuring transparency and accountability. This information is shared with our employees, clients, and stakeholders and is available through our regular communication channels.

We remain steadfast in our commitment to making a positive impact and look forward to continuing this important work.

Yours sincerely,  
Advokatfirman HAMMARSKIÖLD



A blue ink handwritten signature of Malin von Heideken.

Malin von Heideken  
Managing Partner



A blue ink handwritten signature of Claes Langenius.

Claes Langenius  
Partner

# HUMAN RIGHTS

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Corporate Social Responsibility (CSR), also referred to as Corporate Citizenship, is about creating long-term sustainability, not only for us at Hammarskiöld, but also for the community in which we operate.

CSR is important within Hammarskiöld's day-to-day operations, where ethics and long-term sustainability, together with quality and integrity, are fundamental principles that guide us in everything we do. As lawyers, we have a special responsibility, as well as a special opportunity, to stand up for the most fundamental and basic principles in society – such as human rights, the rule of law, and sound business ethics.

As a firm we have agreed to support and respect internationally recognized human rights, as part of our commitment to the UN Global Compact, the 2030 Agenda and the UN Global Sustainable Development Goals, to all of our clients and employees, and to the local and international community. In addition, Hammarskiöld fully expects all of its suppliers and cooperative partners to comply with the applicable laws in the countries in which they operate.

As a law firm, Hammarskiöld and its employees operate under the strict ethical rules of the Swedish Bar Association. These rules mandate that Swedish lawyers shall fulfil their duties of loyalty to the client, by observing professional independence and confidentiality – safeguarding, among other things, that we as a firm will not allow ourselves to be affected by improper influences or conflicts of interest.

Hammerskiöld strives to lead the way in business ethics amongst its peers. Serving as a beacon for the legal community, Hammarskiöld adopted its own internal business ethics policy with even stricter rules than those mandated by the Bar Association. Among other rules, the policy contains:

- i) A special screening and acceptance procedure for admitting new clients;
- ii) A procedure for accepting new matters from existing clients;
- iii) Additional requirements regarding an employee's independence and integrity;
- iv) Restrictions on an employee's engagement in other businesses or participation in financial investments;
- v) Strict guidelines prohibiting insider trading; and
- vi) Strict guidelines prohibiting money laundering.

The unique screening and acceptance procedure that Hammarskiöld has adopted also works as a checkpoint, to assure that the law firm does not accept clients that do not respect basic human rights and that the law firm does not accept assignments that would be contrary to our ethical standards or would make the law firm complicit in human rights abuse.

# PRESENT SITUATION

Beyond our day-to-day operations, we take pride in contributing to several meaningful projects—offering our legal expertise, financial support, and personal commitment of time and effort.



In 2013, Hammarskiöld joined the United Nations Global Compact, underscoring our commitment to sustainable and responsible business practices. That same year, our then Managing Partner, Claes Langenius, represented the firm at the UN Global Compact Leaders Summit 2013: Architects of a Better World. The summit convened over 1,000 participants and infused new momentum and direction into the Global Compact's mission.

As part of our ongoing efforts to uphold human rights and social responsibility, we include targeted questions on these topics in the supplier questionnaire used throughout our procurement process. This tool enables us to gather essential information and assess whether further action is needed to mitigate potential human rights risks in our supply chain.

While the questionnaire has proven effective in raising awareness and providing valuable insights, it has also revealed the challenges that smaller companies often face in obtaining sufficient and reliable information to fully evaluate their supply chain risks.



# PROJECTS AND ACTIVITIES



## Hands2Ocean

We are proud to support Hands2Ocean and are currently planning to join their mission by taking part in one of their clean-up dives—helping to remove waste from the bottom of our oceans. This partnership reflects our commitment to environmental responsibility and hands-on action for a healthier planet.

Hands2Ocean is a non-profit organization established in 2018 by Fredrik Johansson in collaboration with Fränja.

Today, the project engages over 300 dedicated volunteers—both on land and underwater—who participate regularly in clean-up operations.

Hands2Ocean conducts at least one cleanup per week, often more. Its mission is twofold: to remove harmful pollutants from Lake Mälaren and the Baltic Sea, and to foster public awareness, encouraging a lasting shift in behavior to protect our fragile and beautiful aquatic ecosystems.



## MinStoraDag

Another bright example includes helping establish the charitable foundation MinStoraDag (My Big Day). Hammarskiöld prepared all the legal work necessary to create the foundation, pro bono. The mission of MinStoraDag is to grant wishes to children with serious illnesses and diagnosis. The foundation's work is unique as each child is actively involved in planning his or her own wish.

MinStoraDag works with all the university hospitals in Sweden. The primary physicians refer the children and their wishes to the foundation, which in turn makes their wishes come true. Since August 2000, MinStoraDag has helped thousands of children fulfill their dreams and wishes.

The foundation is based on an initiative taken by Claire Rosvall and its patron is Her Royal Highness Princess Madeleine of Sweden. Hammarskiöld's Senior Partner Peder Hammarskiöld is one of the founders of the MinStoraDag foundation.

## Hand In Hand

Hammariskiöld successfully completed a development project in India in collaboration with the charity organisation Hand in Hand. Hand in Hand International is part of a global network of independent organisations united by a common mission: to reduce poverty through job creation and income generation.

The project supported by Hammariskiöld spanned 24 months and was focused on improving the working and living conditions in the village of Elaneerkundram, located in the southern Indian state of Tamil Nadu. The core activities of the project included:

- Eliminating child labour
- Strengthening the local school system and improving computer skills
- Improving women's standing in the community and encouraging women to develop businesses through microfinancing
- Improving healthcare and hygiene in the village
- Improving local governance and care for the environment

Hammariskiöld continues its support of Hand in Hand, reaffirming our commitment to empowering entrepreneurship and sustainable development through charitable giving



## Musikbojen

Another way in which Hammariskiöld demonstrates its ongoing commitment to social responsibility is through its continued support of the charity foundation MusikBojen. The foundation was established on the initiative of Claire Rosvall, who also founded Min Stora Dag. Among MusikBojen's co-founders was the late Peder Hammariskiöld, a deeply committed advocate for social impact, senior partner, and one of the original founders of the law firm Hammariskiöld. His legacy continues to inspire the firm's dedication to charitable work.

The foundation is further supported by a group of prominent Swedish ambassadors, including renowned artists Ann Sofie von Otter, Loa Falkman, Martin Stenmarck, Nikki Amiri, and world-famous music producer Martin Sandberg, professionally known as "Max Martin".



## A Gift That Gives Back: Holiday Giving with Purpose

During the 2024 holiday season, instead of giving traditional Christmas gifts, we invited our team to choose a cause close to their hearts. Each employee had the opportunity to direct a donation to one of three impactful organizations — a gesture that reflects our collective commitment to a more sustainable and compassionate world.

We proudly supported:

WWF Sweden – Working to protect endangered species and safeguard Sweden's natural ecosystems.

Maskrosbarn – Supporting children growing up in difficult home environments, bringing them safety and joy during the holiday season.

The Swedish Childhood Cancer Fund – Funding vital research to fight childhood cancer and give more children a chance at a healthy life.

**MASKROS  
BARN**

**BARNCANCER  
FONDEN**



By turning gifts into action, we hope to inspire a tradition of meaningful giving that extends far beyond the holiday season.

## Scientific research and Culture

Hammariskiöld are proud to have founded and continues to support the Dag Hammar skjölds Backåkra Foundation.

In 1957, Dag Hammar skjöld, then Secretary-General of the United Nations, purchased the Backåkra estate, a peaceful farm property located in southern Sweden, with the intention of retiring there. In his will, he generously bequeathed his art collection and numerous valuable personal artifacts to Backåkra.

The Dag Hammar skjölds Backåkra Foundation now owns and operates the estate as a museum that commemorates Hammar skjöld's life, values, and legacy. In addition to serving as a place of remembrance, Backåkra is envisioned as a vibrant meeting place for dialogue, reflection, and activities related to culture, peace, nature, and the global issues Hammar skjöld held dear.

The foundation has received financial support from several esteemed sources, including the **Wallenberg Foundations**.

The current chairman of the Dag Hammar skjölds Backåkra Foundation is **Claes Langenius**, partner and chairman of Hammar skiöld.

## GOING FORWARD

At Hammar skiöld, our commitment extends beyond delivering exceptional legal services, it includes upholding the highest ethical standards and cultivating a culture of social responsibility and compassion.

Our ethical framework is rooted in continuous education and reflection. All new employees receive mandatory training on the firm's core values and internal policies. We also hold dedicated sessions for young lawyers focusing on the ethical guidelines of both Hammar skiöld and the Swedish Bar Association.

Twice a year, our entire team comes together for dedicated ethics conferences, where we explore and evaluate the firm's principles in a broader context, fostering a shared understanding and a strong internal culture.

Yet we firmly believe that responsibility doesn't end at the office door. Our values guide us in how we engage with the world around us, encouraging thoughtful actions that support our communities, clients, and society at large.

# LABOUR

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Hammariskiöld has developed several policies and action plans such as the Work Environment Policy, Drug Policy, Equality and Diversity Plan, Crisis Plan, Anti-Harassment and Sexual Harassment Policy and Rules on Ethics and Internal Policy. These are Hammariskiöld's ongoing governance documents.

- Anti-harassment policy
- Confidentiality policy
- Crisis plan
- Environmental policy
- Ethics policy
- Equality and diversity policy
- Guidelines prohibiting insider trading
- Guidelines prohibiting money laundering
- Integrity policy
- IT and security policy
- Legal opinion policy
- Pension policy
- Personal data policy
- Policy on parental leave compensation for lawyers
- Purchasing policy
- Quality policy
- Safety policy
- Work environment policy



For us, it is incredibly important how our employees experience the physical and psychosocial working environment. We work preventively with our work environment to prevent ill health. Hammariskiöld works for safe, secure employment with good benefits and influence for our employees.

At Hammariskiöld, there is systematic and ongoing work on the work environment, where a safety committee is responsible for ensuring that action points in the work environment area are implemented and followed up continuously. There is a safety representative appointed by Hammariskiöld employees.

Hammariskiöld has developed an “Equality and Diversity Plan” to promote an equal workplace, free from any form of discrimination. This plan is updated annually to ensure that the actions we take contribute to a positive impact on the physical workplace and the psychosocial working conditions.

## Labour continued

We work in an industry with very high demands on availability. In many of the assignments/cases we have, the client requires an extremely short delivery time, which makes it difficult to be able to control your own work and sometimes the workload is very uneven. For a long and sustainable work life, Hammarskiöld is actively striving to ensure that there is a balance between work and leisure at all stages of life. We encourage our staff not to stay in the office if they don't have to and, if the workload is lighter, to go home earlier and recharge their batteries. Lawyers, who are considered to have the highest workload, have two appraisals per year to review their workload over the past six months. Lawyers have monthly meetings where they can discuss their work situation, ask questions to partners and get information on what is happening. Administrative staff have a joint meeting once a month to discuss working conditions.

During the pandemic, our daily lives and normal work routines were put to the test as we were all challenged at an individual and organizational level to work in new ways. We were challenged to build community and value using digital tools. We therefore see our new remote working policy, which allows remote working 1-2 days a week, as an opportunity from a health and life balance perspective. It allows for a combination of in-office and remote work. Many of our staff report that they appreciate the time saved by not having to travel to and from the office, and that they can work efficiently and with focus when working from home.

Engagement and employee satisfaction are two key factors that influence our employee's performance and drive. Therefore, this is monitored through periodic employee surveys. Through these surveys, we can get an idea of the employee's attitude to their work, which then results in action plans focusing on equality, work environment, development opportunities, leadership and corporate culture.

Hammarskiöld's employee surveys take place approximately every two years and the last one was conducted in 2023. The results of the 2023 survey showed an incredibly strong commitment among Hammarskiöld's employees, a result that is rarely seen in the consulting industry. To maintain these fantastic results, we work actively with follow-ups on commitment and motivation, and we have a dialog with our employees where the above-mentioned focus points are discussed.

Hammarskiöld has established a whistleblowing function with an associated whistleblowing policy that can be applied by both external stakeholders and our employees. During the past year, no reports of deviations from the business code or involvement in any form of corruption have been reported.

# PHYSICAL HEALTH

Hammariskiöld offers access to a gym and showers located on the premises with separate areas for men and women. In the interests of employee health, all permanent staff are offered an annual health check-up. These examinations aim to promote preventive care and identify any health risks at an early stage.

We believe that through early intervention and awareness, we can create a working environment where every employee can feel good and thrive in the long term. We are also affiliated with a health insurance scheme so that employees can get help with both physical and mental health problems at an early stage.

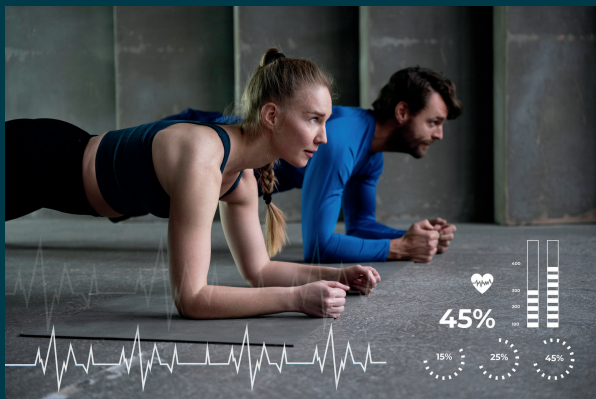
All employees have access to a wellness allowance. The allowance can help to promote physical activity and reduce stress, which in the long run improves well-being and productivity.

Hammariskiöld has invested in ergonomic office furniture and organizes ergonomic training to prevent strain injuries. This includes height-adjustable desks, ergonomic chairs, as well as training on how best to sit and move during the working day.

Hammariskiöld sees sporting events as a powerful tool to inspire our employees to an active and healthy lifestyle, which also strengthens the team spirit within the company. Therefore, we encourage our employees to participate in floorball, padel and football tournaments, among others. When our employees compete or train together, trust is strengthened, especially through team games where participants must trust each other and work together towards a goal.

This contributes to a more cohesive group where everyone feels safe and appreciated.

In 2025, it is planned to train our staff in CPR (cardiopulmonary resuscitation) and active firefighting. These training sessions will enable staff to actively respond to situations of acute danger to health and life.



# SKILL DEVELOPMENT

We see continuous skills development as crucial to strengthening our legal expertise and ensuring that our people have the latest knowledge in their specialist areas. In addition to the development plans we create for each employee, we include regular training in areas such as legal technology, sustainability, business development and leadership.

To ensure the continuous development of our staff, we offer customized training and access to industry-specific seminars and conferences. Where necessary, we also arrange individual coaching, particularly in niche subject areas, to provide deeper insights into and support development in client work. We strive to give every member of staff the resources and opportunities they need to meet both their own and our clients' growing needs.

Through our training initiatives, we are strengthening our collective skills and preparing for future challenges. We are committed to maintaining a culture of lifelong learning, where every employee has the chance to reach their full potential while helping us to deliver the highest quality legal services.

We have a development plan for each employee, which includes twice-yearly follow-up meetings, lunches and briefings to support each employee's development. We make plans with measurable targets that allow employees to fully develop their potential. We also provide additional support in the areas of training, specialized coaching and experience in specific subject areas and business development.

Every member of our team has a generous training budget that can be used for further training, both in Sweden and internationally. We recognize the value of international experience and therefore offer opportunities for shorter or longer secondments with both Swedish firms and leading law firms around the world. Through this, we strengthen our legal skills and deepen our understanding of global legal perspectives, which is particularly important for our clients with international needs.

Several of our senior associates and partners have experience from prominent business law firms in Europe and the US, which helps to broaden our firm's overall expertise.

For our administrative staff, we provide induction training as well as ongoing training, including English language training, to ensure a high level of service and support in all our international client contacts.



# EMPLOYEE SATISFACTION AND DEVELOPMENT

In Sweden, Hammarskiöld is one of the leading law firms. We strive to have the most committed, motivated and competent employees and to be an attractive workplace that offers equal opportunities for everyone, regardless of gender, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation or age (current grounds for discrimination). Hammarskiöld aims to be an attractive and safe employer and to take good care of those who work for us. We are convinced that the people who work for us, the way they feel, and that they feel safe and happy in the workplace, is what makes us successful as a company.

Our main goal is to have employees who are willing to improve and develop our business. In every recruitment we make, we will strive for long-term relationships. We always try to promote new employees in a way that allows everyone to reach their full potential. Hammarskiöld believes that employees who are engaged and motivated will be happier and do a better job at work. Good employee ethics promotes excellent treatment and service for our customers. In the Partnership Agreement, one of the company's most fundamental principles is "Having fun at work". We therefore believe in engaging our employees in activities inside and outside the office hours to promote a well-functioning team spirit and friendship within the company.

Hammarskiöld is furthermore convinced that;

- Personal development is of utmost importance
- A heterogeneous group performs better overtime than a homogeneous group
- Gender equality in the workplace leads to a positive work environment that promotes entrepreneurship
- Work-life balance contributes to better performance
- All forms of harassment are completely unacceptable
- A good work environment is characterized by safety, diversity and social responsibility

However, the most important thing is how we treat each other and our customers. All staff members are encouraged to ask colleagues for help and advice if needed and to express their opinions freely without regard to age differences or titles. This promotes quality and comfort. We believe in a professional environment where we work together, share knowledge, give our time and help each other with questions and concerns. We always strive to maintain a positive tone and manner with each other as well as with our clients and counterparts.

# PRESENT SITUATION

As a law firm, we see diversity and inclusion as crucial to offering our clients the broadest range of insights and expertise. We aim for our team to reflect both the diversity of our clients and the society in which we operate. This includes representation across gender, ethnicity, age and professional background to foster a working environment where different perspectives contribute to high-quality legal advice.

At Hammarskiöld, we base our recruitment process on a fixed and gender-neutral requirements profile, carefully tailored to meet the demands for legal expertise and administrative support that our business requires. With our core values "Depth, Dedication, Drive" as a foundation, we seek individuals who not only meet the formal requirements but also reflect the values that drive us forward as a law firm.

Our approach is based on a selection process where each candidate is evaluated on an equal footing based on their skills, education and work performance. Depth - our commitment to providing in-depth legal expertise - means we value candidates with a solid knowledge base and the ability to understand complex legal contexts. Dedication is reflected in our focus on identifying individuals who demonstrate a genuine commitment to upholding high ethical standards and always striving to achieve the best results for clients. Drive is about finding talent that shows determination, creativity and perseverance in their work and is ready to drive our firm's ambitions forward.

By applying our core values to the recruitment process, we aim to create a workplace that not only reflects the diversity of society, but also offers the highest quality legal services, where every employee is given the opportunity to grow and develop in line with our firm's long-term goals. We believe that a diverse and inclusive workforce, reflecting the clients we represent, contributes to a more dynamic work environment and enhances our ability to deliver innovative and customized solutions to our clients' specific needs.



# EQUALITY IN THE WORKPLACE

Our aim is to build a workplace where every individual feels welcome and has the opportunity to reach their full potential. As part of our gender equality work, we carry out regular monitoring and improvement actions to identify and break down any barriers to gender equality. We strongly believe that a team with a mix of experiences and perspectives creates the best conditions for innovation and quality in the solutions we deliver to our clients.

Hammar skiöld is actively working to ensure a fair and equal working environment where all employees have the same opportunities to develop and advance. We strive to achieve a gender balance of 60/40 between women and men, not only within the different job categories but especially at partner level, where we see this as an important step towards true gender equality. By ensuring that both recruitment and promotion are based on objective and transparent criteria, we are working to ensure that talent and performance are the deciding factors, regardless of gender, transgender identity or expression, ethnic origin, age, religion, disability or sexual orientation.

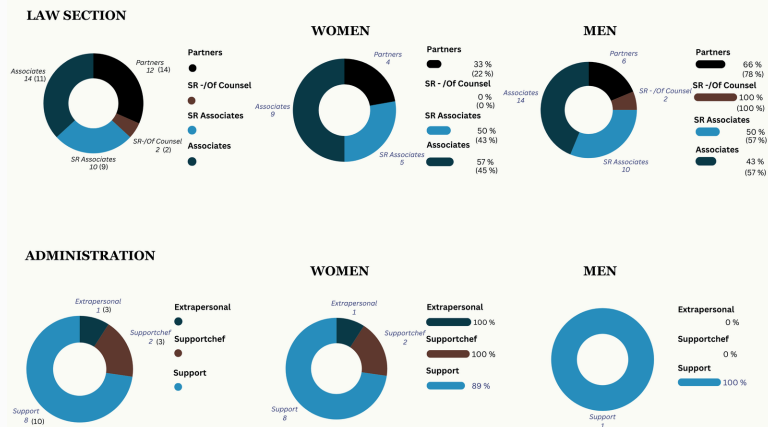


The proportion of female partners in Swedish law firms has historically been low but is slowly increasing. Today, the proportion of female partners at Hammarskiöld is 33 percent (where the national average among major law firms for 2024 is around 25-30 percent). In the partner circle, the goal is obviously to achieve an even more even gender distribution to reflect the firm's values on diversity and inclusion.

In administration, where the majority of our staff are women, we aim to recruit more men to achieve a more balanced workforce.

A balanced representation in both administrative and management positions strengthens our organization, contributes to a more dynamic working environment and benefits our clients through broader perspectives and better solutions.

We strive to achieve equal opportunities for both genders and are aware of the challenges for employees who want to become partners. Retaining the most competent employees, male or female, is crucial for the long-term success of the firm. That is why the firm is working on several measures to encourage our staff to focus on the partnership track. Our long-term strategy is that women and men should succeed at Hammarskiöld in the same way and that gender, background or other irrelevant factors should not be an obstacle to each individual employee's development.



# PARENTAL LEAVE POLICY

Working conditions, appraisals, career opportunities and salary increases should be as favorable for lawyers who are parents as for those who do not have children. Hammarskiöld has therefore developed a Parental Leave Policy for Lawyers to support our employees' ability to combine career and parenthood.

The aim of the policy is to ensure that all employees have access to parental leave without negatively affecting their career development.

By offering a generous parental leave allowance for our lawyers and encouraging both men and women to take leave, we are actively working towards a more equal sharing of parental responsibilities. We are proud that many of our staff and partners with children, regardless of gender, have taken parental leave and have been able to return to work without negative consequences for their career.

The policy provides clear guidelines and guidance to staff on what applies before, during and after parental leave. This includes information on how we ensure that those on parental leave can continue to be involved in the Agency's activities to the extent they wish, as well as how we support their return to work after leave.

We believe that fostering a culture where parenting and careers can go hand in hand is crucial to both employee well-being and the success of the firm. By nurturing these opportunities, we are creating a more sustainable and inclusive workplace where everyone can feel confident in their parenting without compromising their professional ambitions.



# ENVIRONMENT

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At Hammarskiöld, we actively strive to reduce our impact on the environment and take into account both humans, animals and nature. We try to be involved in creating a sustainable society that is adapted to a changing climate. For several reasons, we have therefore in recent years introduced more environmentally friendly methods in the business and there are several plans for a more long-term perspective.

As a company, we constantly try to work for a more climate-smart way of working and where the environmental impact is limited. At Hammarskiöld, we like to see things from a larger, global perspective, whatever we do with the idea of the environment. We engage our employees to create knowledge about and improve our environmental impact. When we engage employees, it is easier to achieve the goals in our workplace and in society in general.

## PRESENT SITUATION

For Hammarskiöld, it is important to constantly improve what we can and by creating a special work ethic, we continue to implement environmental projects for the law firm. The group works on various projects where it is a matter of collecting information, which is then analysed; it can be data of various kinds or other information. This is done in order to identify activities and services that can reduce our impact on the environment.

By reducing our office space and choosing a more climate-smart facility, we are reinforcing our commitment to contributing to a more sustainable society.

Hammarskiöld's environmental committee is constantly working to help the company become more environmentally adapted.

Within the project, we identified four main groups to which our environmental efforts are focused.

- Energy
- Recycling
- Purchase
- Travels



# ENERGY

We are working to improve energy monitoring and reduce Hammarskiöld's impact on the environment, especially the use of heating, electricity, and water consumption. Our office is situated in an old 17th century listed building, which affects the kind of measures currently that can be taken. We are however continuously improving energy efficiency while steering towards renewable sources. Hammarskiöld has a close co-operation with our property owner regarding a climate project that aims to improve the interior climate in the premises by installing a ventilation system for supply of cool air.

This increases the energy efficiency by contributing to easier heat recovery.

In 2025 we are moving to new premises that are modern and LEED Guld (2023) certified. This standard ensures top-tier energy efficiency, indoor air quality, and resource-conscious design. It aligns with the UN Global Compact principles on environmental responsibility and reinforces our ESG strategy.

The below information is based on our current premises.

As of 2023 Hammarskiöld changed our supplier invoice system which have resulted in an improved paper management process. All invoices that can, will automatically be imported into the system without the need of paper copies.

Hammariskiöld's IT department has worked systematically to reduce the number of individual appliances in the company's machine park. 2025 we will take an important step regarding the use of cloud services by closing down our last on-prem servers.





# PURCHASES

We have adopted procurement policies to ensure that environmental aspects are considered when purchasing supplies and services for the law firm. Hammarskiöld also maintains an active discussion amongst other suppliers to improve transportation and delivery routines and avoid unnecessary transport.

Our administrative staff follows a checklist in order to consistently request environmentally preferable options from our suppliers. The checklist was designed to motivate and compel each person responsible for ordering supplies and services to consider preferable environmental options by requesting healthy and sustainable materials and environmentally friendly ways of production and means of transportation. The checklist also contains a number of questions to be posed to all of our suppliers, including a description of how the supplier address issues related to environment, CSR, and quality and to what extent the supplier is certified within these areas.

To date, our IT department and office department have received this information from about 70 percent of our suppliers[SI1] . The result serves as basis for a continued dialogue with our suppliers and, if so required, a decision to change to other more conscious suppliers.

We continuously look to reduce our environmental impact and for possibilities to change to more environmental friendly products. In that way we hope to increase our purchase of eco-labelled products.



# RECYCLING

We are working to improve recycling and waste disposal. All waste from the office including food waste is categorized and sent for recycling. The reduction of the number of delivery transports to the law firm (see further below) has also led to a significant reduction of the amount of packaging material that needs to be recycled, thereby reducing our total waste.

We aim to reduce our paper usage per project by increasing the amount of digital information send-outs and decreasing unnecessary copying/printing. The reduction of A4 papers has been close to 40 percent since we started measuring and with a new printing solution for 2025, we aim to have even further reductions

# TRAVEL AND TRANSPORT

Despite the fact that we have a large proportion of international customers and travel internationally, our travels have been significantly reduced post-covid.

Videoconferences have continued to be our primary method for external meetings, resulting in reduced traveling.

Our internal policies set out that transport to and from the office must, as far as possible, be environmentally efficient by increasing the use of vehicles powered by renewable energy. This applies to all couriers, deliveries and business trips. We have worked actively with suppliers to reduce the number of transports to Hammarskiöld and thereby reduce the environmental impact.

# GOING FORWARD

- We will continue implementing the environmental management system.
- We will move to our new premises which will significantly reduce our climate foot prints.
- We will continue to strive to reduce travel and set goals for reduction of the environmental impact.
- We will continue to have a close dialogue with the main suppliers and to search for new environmentally friendly and sustainable alternatives or work more digitally.
- We will continue our work on optimizing and reducing the number of delivery transports.
- 2025 we will take an important step regarding the use of cloud services. Once this step has been completed, our possibilities to migrate more of our on-prem hardware into cloud services will increase and therefore it will contribute to reduce our electricity consumption.



# ANTI- CORRUPTION

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For us at Hammarskiöld ethics, integrity, and excellence are core values that encompass everything we do. All employees of Hammarskiöld shall always act with integrity and maintain the highest ethical standards in order to provide our clients with the leading-quality advice and counsel.

Our business principles require that we always comply with the applicable laws and regulations. Hammarskiöld has a zero-tolerance policy for corruption and bribery.

Hammarskiöld has an appointed ethics committee that oversees our employees' compliance within the areas of anti-corruption, insider trading, anti-money laundering requirements, and the rules and regulations of the Swedish Bar Association. The ethics committee is responsible for our internal policy relating to anti-corruption, insider trading, anti-money laundering, and conflicts of interest. The policy is continuously developed to further strengthen and secure Hammarskiöld's position as a high-quality law firm. The ethics committee also provides guidance and support to the organization regarding anti-corruption matters.

In order for us at Hammarskiöld to maintain our high ethical standards, all of our employees are given mandatory education about business ethics, conflicts of interest and anti-corruption, including instruction on what to do should they encounter or suspect it. Every other year we revisit the course material and instruct all of our employees to complete the mandatory online course on the prevention of money laundering. The anti-money laundering education tool has been developed by Hammarskiöld together with other selected major law firms in Stockholm and is now widely used by larger Swedish law firms. Hammarskiöld has also invested in a new comprehensive tool for Risk Assessments which will help us to fulfill our legal obligations according to the national Money Laundering Legislation and EU's various AML Directives. The 'Due Compliance' tools are developed by specialized lawyers and are used by hundreds of companies with thousands of users.

# Laundering

Hammar skiöld's unique Client Acceptance Committee reviews and approves all new client admissions and requests, assuring that all new clients fulfil our ethical requirements and that they are compatible with Hammar skiöld's business model. We also have comprehensive IT and record keeping systems in order to identify any potential conflict of interest that could arise. These systems include processes for identifying and conducting due diligence on new clients in compliance with Swedish anti-corruption rules and regulations.

We at Hammar skiöld also provide legal advice and services within the field of compliance for our clients and their businesses. In addition to anti-corruption matters, Hammar skiöld has extensive experience in a broad range of issues, including corporate governance, risk management, competition law, market abuse, and other securities laws. We also advise our clients on the laws and regulations targeting the financial sector, the insurance sector, and many other industries.

Our multi-practice Compliance and Investigations team is ideally suited to assist in preventing, detecting, and resolving potential violations of laws, regulations, and company policies in all industries. By providing this kind of legal advice to our clients, we aim to assure that our clients also maintain their ethical standards and prevent corruption.

## PRESENT SITUATION

Every year, all of Hammar skiöld's employees are obliged to take and pass our online anti-money laundering course. In addition, all new employees must take and pass the course within their first two months of employment.

## GOING FORWARD

We continue to see an increased awareness from our clients coupled with a strong demand for assistance in the areas of compliance and investigation, including anti-corruption and risk assessments, implementation of policies and programs and related issues. Hammar skiöld will therefore continue to support and assist our clients in this field of work.

Hammar skiöld's internal education program on business ethics and anti-money laundering will continue in 2025.

**HAMMARSKIÖLD**