



Procopé & Hornborg Sustainability Report 2022

TRADITIONS OF SUSTAINABILITY WITH A FOCUS ON FURTHER DEVELOPMENT

Sustainability and corporate social responsibility are strategic values for us at Procopé & Hornborg. As such, they have been deeply embedded in the core principles of our law firm also prior to the current landscape where sustainability has become a cornerstone for the economy.



Protecting the environment is a core principle for us, and we combat the climate crisis in many ways, also in the way we organized our office. Since the main risks associated with our business with demanding project work are, however, long hours, stress and the balancing act between home-work life, our own sustainability development has traditionally focused on our personnel: **The health and wellbeing of our personnel has been a top priority for us for a long time. During the pandemic, we focused on this even more than before.**

Sustainability & Green Transition Group

In 2021 we established the internal Sustainability and Green Transition Group. The Group is open to the whole staff at Procopé & Hornborg. Lotta Uusitalo is the head of the group, and it currently has seven (7) active participants.

The Group assesses and aims to improve the sustainability

People

Environmental impact

Supply chain

The Group also acts through our business by:

- developing the practice area that surrounds sustainability and the green transition
- closely following the legalization of corporate responsibility
- sharing the knowledge we have in this area with our clients and other stakeholders.

OUR PEOPLE: HEALTH AND WELLBEING

We recognize that our people are our most important asset. Their wellbeing is a key element in delivering high level legal support to our clients.

As said in the forewords to this report, the challenges posed by project work means that our main risk lies with the health and wellbeing of our people. Therefore, working conditions, work-life balance, and stress management are of a particular focus of our sustainability work and HR.

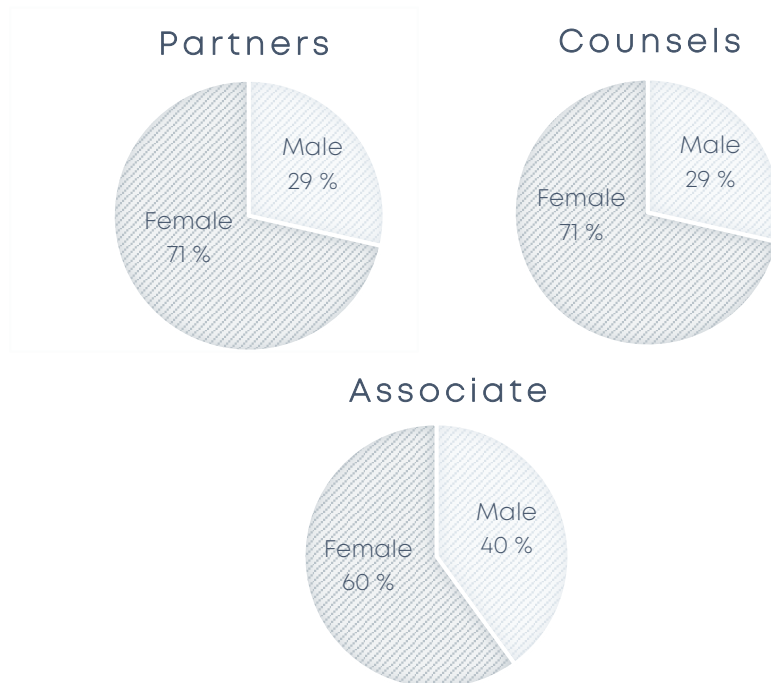


We take care of the health and wellbeing of our employees. For associates and back-office, the possibility to time-out due to the monitoring of working hours is an important tool in allowing the time needed to recuperate between projects. Also, monitoring done jointly with our health care provider shows that we have achieved great success in creating a positive and inspiring working place.

OUR PEOPLE: EQUALITY AND INCLUSIVITY

We contribute to a more equal model for the society of law firms: we are proud to say we are currently women owned.

As a rare success story of women in leadership positions amongst law firms in general, 71 % of our partners - including our Managing Partner - are female. Also 71 % of our counsels are female. Thus, our top-positions reflect the general gender representation of young lawyers, and lawyers currently graduating from the law schools in Finland, most of them being female.



One of our targets is to maintain an inclusive and non-hierarchical working environment, and we are committed to increasing inclusivity and diversity in the workplace. We have implemented a mentoring program for newly recruited employees aiming to facilitate the transition to a fully-fledged team member. Professional development through the extensive and diverse steering of each career path is of paramount importance to us.



OUR ENVIROMENTAL IMPACT

Environmental, social, and economic considerations are central to our decision-making when selecting suppliers.

We purchase products that are produced responsibly, sustainably, and with a focus on the

In 2017, the office move enabled us to reassess our working environment in order to make it as eco-friendly as possible in, for example, its energy solutions. Our building uses 100 % wind power as its electricity solution, allowing a relatively low carbon footprint.

We aim for a paperless office and a declining trend in paper consumption. The goods that we use at the office are selected amongst sustainable products in line with our Supplier Guidelines and Code of Conduct. We are aware that business travel increases our carbon footprint, and we make efforts to limit travel, air travel in particular, and try to increase the use of public transport in our business.

In addition to considering environmental aspects of our office work, our office was carefully designed with close co-operation of the whole staff to promote wellbeing and inclusivity at work.

We have not yet been audited for the Green Office certificate, but our office aims to abide by all the elements of the Green Office -principles. Of those principles, we have chosen the **strengthening of leadership, commitment and communication** within the law firm as the main targets for 2023.



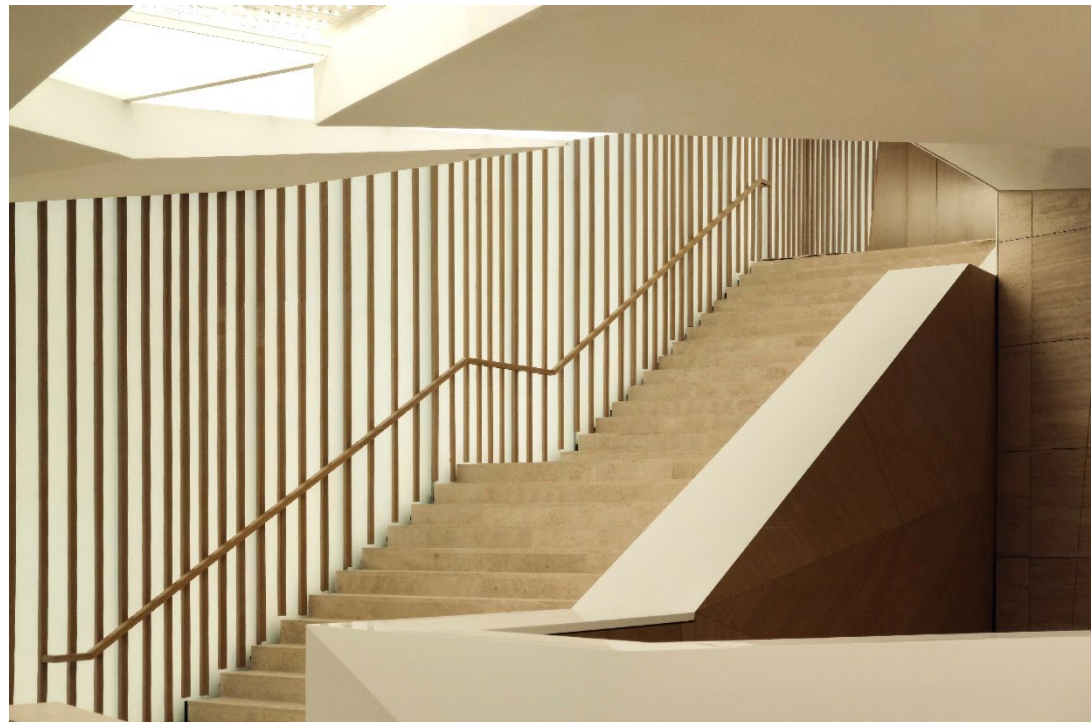
OUR SUPPLY CHAIN

Environmental, social, and economic considerations are central to our decision-making when selecting suppliers.

We purchase responsibly, sustainably, and environmentally friendly produced products. We also expect our supplier and other business partners to respect social values and human rights in their operations.

Most of our purchases consist of IT purchases, in addition to which we do some small purchases. At the end of 2021, we made an analysis on sustainability of issues in our value chain which led to changing some of our purchases. During autumn 2022, we adopted new Supplier Guidelines and Code of Conduct that commits our suppliers to respect the above-described values in their operations. The supplier Guidelines and Code of Conduct will be applied to all purchases from our suppliers.

We have a new supply chain evaluation as a target in 2023 and we are committed to make changes in our supplies. We will make efforts to monitor our supply chain in every 12 months.



ACTIONS THROUGH OUR BUSINESS – HIGHLIGHTS AND TARGETS

Certain projects that we have taken part in were especially noted as sustainability highlights in 2021-2022. We have acted, for example, as legal advisors for the newest nuclear power plant, Olkiluoto 3 plant unit, said to be Finland's greatest climate act. Olkiluoto 3 plant improves the country's electricity self-sufficiency and helps in achieving carbon neutrality goals.



We strive to share and expand our knowledge by organizing webinars together with experts in sustainability. For 2023, our main target is to discuss sector wide solutions for sustainability and the possibilities under competition law and in the Energy & Infra, a particular sector focus for us.

As a trust position worth noting, Lotta Uusitalo has been nominated as a deputy member of the board of the Finnish Corporate Responsibility Association. We are members of Climate Leadership Coalition (CLC).

We continue to donate annually to the protection of Baltic Sea. We also continue to engage in Pro bono activities particularly in cases where we see access to legal advice and thus access to justice being restricted.