

# UN GLOBAL COMPACT 2024





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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

**DEDICATED, INCLUSIVE AND DOWN-TO-EARTH**

**200 EMPLOYEES**

in Denmark and the Baltics

**20 NATIONALITIES**

with a strong worldwide network

**FOUR COUNTRIES**

Denmark, Estonia, Latvia, and Lithuania

**SIX OFFICES**

Copenhagen, Aarhus, Roskilde, 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.

## 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.







# 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 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 Cancer Society, Amnesty International, Red Barnet, and UN Women. 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

We are ethically committed to all aspects of sustainability.  
We take responsibility for both climate, society and human rights.

It is a long-term work with sustainability to ensure our own and future generations' living conditions, safety and survival.

UN Global's ten principles are reflected in NJORD's values and culture.

Why we are, who we are and do what we do.

*June 2024*

*Jesper-Max Larsen, CEO*



# HUMAN RIGHTS

## ACTIONS

### 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

We focus on combating and raising awareness about digital offences.

We work pro bono and assist in various cases. We collaborate with the government and other institutions to strengthen penalties in the fields and ensure higher compensation for victims.

Both tv, radio, and newspapers have followed our work. This has among other things resulted in a three-part documentary by the [Danish Broadcasting Corporation \(DR\)](#) in 2019.

## OUTCOMES

### INCREASED FOCUS ON DIGITAL CRIMES

Our work has created increased focus on digital crimes from the police and the general user of digital, social platforms. We now observe a significant tendency towards a change in digital behaviour.

### DIGITAL RESPONSIBILITY

We have participated in establishing the member association – Digitalt Ansvar (Digital Responsibility) – which is working for up-to-date legislation, effective investigation, better knowledge, data, and purposeful education.





# HUMAN RIGHTS

## ACTIONS

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

## OUTCOMES

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

# 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 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.

### 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 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.

### 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.

### 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. We book our business travels through Goodwings to track, report and reduce our CO2 emissions.

### MINIMIZATION OF MOTORIZED TRAVEL

We take many measures to improve the environment, such as reducing travels by prioritising international meetings in online meeting rooms.

## 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. We always make sure 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.

Goodwings donate their profits to charity around the world.

### WASTE REDUCTION

We have replaced plastic bottles with tap water, which is 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**



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