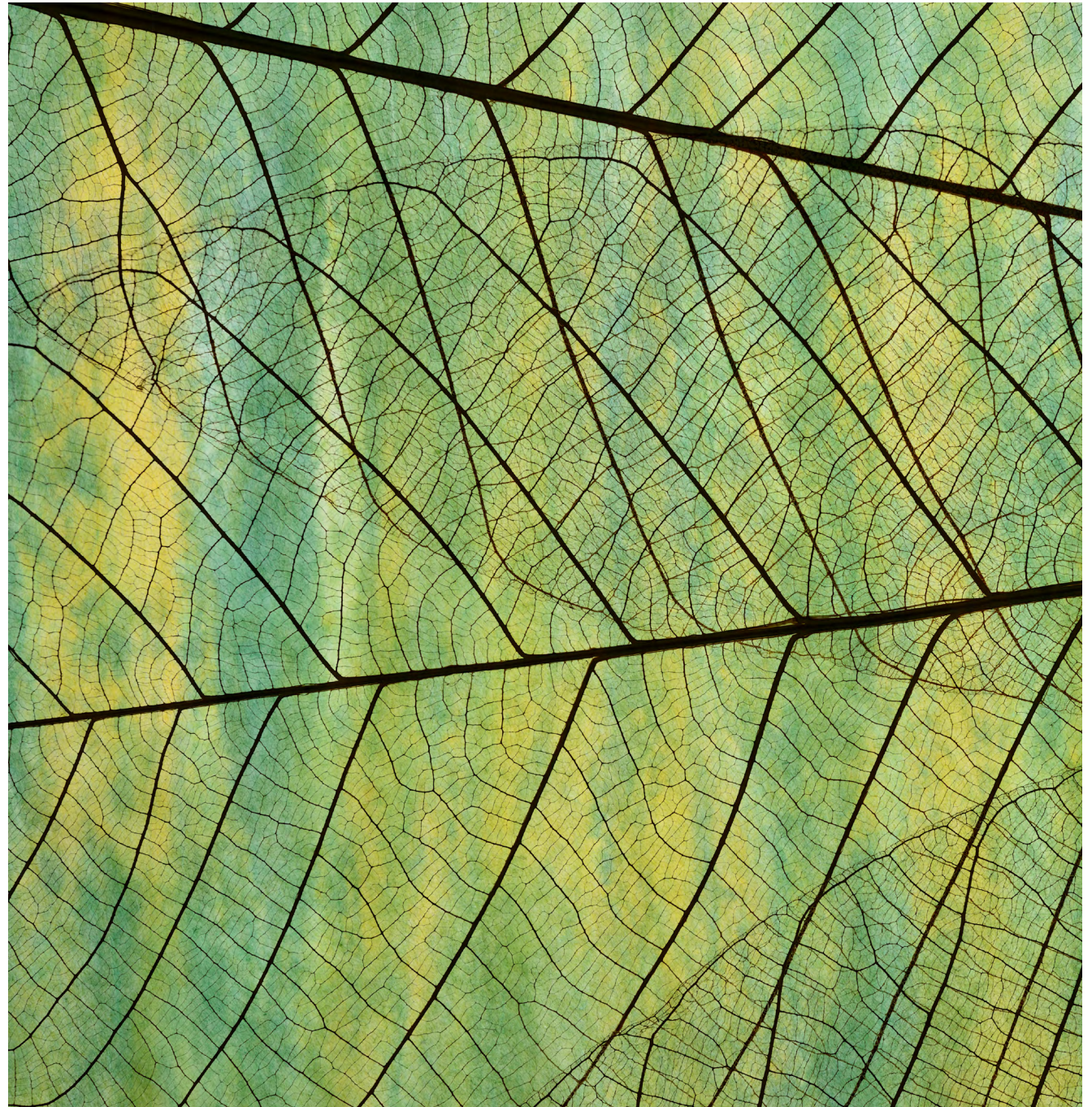


LALIVE

UN Global Compact Report on progress

March 2022



Statement of Chair of Management Board

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LALIVE SA is proud to have joined the United Nations Global Compact in 2021. We are dedicated to corporate social responsibility, expressed in both our internal culture and our external interactions.

As a core part of its legal practice, LALIVE represents and advises renewable energy companies, international organisations, NGOs, foundations and environmentally focused entities in governance and compliance, disputes, and commercial matters. We have developed key expertise in business and human rights issues regarding natural resources.

LALIVE also devotes significant resources to pro bono work for institutions that promote and defend the principles of the UNGC. Pro bono work is not compulsory in Switzerland, and the firm's commitment is an exception, rather than the norm.

Our firm is diverse, with 28 nationalities represented. Our lawyers are qualified in 18 jurisdictions and speak 18 languages. A Corporate Social Responsibility Committee oversees the firm's CSR efforts. LALIVE has reached full gender equality among its lawyers, has the highest percentage of women partners of all Swiss law firms, at over 30 per cent, and with 45 percent of women in senior management.

Outside the firm, LALIVE's members are active in organisations that advocate good business practises, act against bribery, fraud and corruption, and work toward a more ethical and accountable society.

We are pleased to present our first annual communication on progress, showing how the firm has integrated the Global Compact and its principles into our business strategy, culture and daily operations.

Domitille Baizeau
Chair of Management Board

Human Rights

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2

Make sure that they are not complicit in human rights abuses.



Actions

Offer **pro bono** legal services to help non-profits active in the field of human rights

Participate in Swiss **legal aid** programme as state-appointed defence counsel

Engage in **thought leadership** on human rights

Take part in **community leadership** on human rights and provide non-legal community support through annual **charitable donations**



Outcomes

Pro bono

- LALIVE's 100 lawyers spent close to 1,000 hours on pro bono legal services in 2021.
- LALIVE has forged partnerships with legal aid NGOs [A4ID](#) and [TrustLaw](#).

Legal aid

- LALIVE lawyers spent almost 500 hours on 20 matters as state-appointed counsel in 2021.

Thought leadership

- In 2021 LALIVE launched a series of corporate social responsibility [newsletters](#) to raise awareness of environmental, social and governance obligations.
- LALIVE lawyers drafted the Swiss chapter of commentary "[The UN Guiding Principles on Business and Human Rights at 10](#)".

Community leadership and charitable donations

- A LALIVE partner serves as President of the Human Rights Committee of the Geneva Bar Association (ODA).
- In 2021 LALIVE selected as charitable recipients two international justice NGOs, [Trial International](#) and [Civitas Maxima](#), as well as local anti-poverty charities [Partage](#) (Geneva), [Hilfskette](#) (Zurich) and [Shivia](#) (London).

Labour

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

The elimination of all forms of forced and compulsory labour;

Principle 5

The effective abolition of child labour; and

Principle 6

The elimination of discrimination in respect of employment and occupation.



Actions

Respect and encourage diversity and gender equality

Promote work-life balance

Ensure fair hiring and fair wages

Zero tolerance of harassment within the firm



Outcomes

Diversity and gender equality

- LALIVE does not discriminate on the basis of race, religion, ethnicity, disability, gender or sexual orientation.
- LALIVE is one of Switzerland's most diverse law firms, with lawyers representing 28 nationalities and 18 jurisdictions.
- Full gender equality among lawyers at LALIVE, with the highest percentage of women partners of all Swiss law firms, at over 30 per cent.
- Two fifths of LALIVE's Management Board and two thirds of the Operations Committee are women.
- Internally, LALIVE Women's Network provides a forum for support and exchange of ideas.
- Same-sex partnerships and marriages are treated equally by LALIVE.
- Externally, LALIVE lawyers participate in numerous initiatives for gender equality, including Women's White Collar Defense Association, Women's Business Society of Switzerland, ArbitralWomen, Women in Mining Association, Pledge for Equal Representation in International Arbitration and the Burford Equity Project.

Work-life balance

- Time-recording and monitoring measures enable equitable allocation of work and prevent overload.

- Holiday allowance, parental leave and paid time off for other events are provided in excess of statutory minimum.
- Email policy promotes a culture of not emailing employees outside business hours.

Fair hiring and fair wages

- LALIVE recruits on merit, following a thorough and transparent interview process.
- Promotion is based on reviews, feedback, and assessment against an expectations grid for career progression.
- Salary equality policy aims to ensure no gender gap. Our 2021 audit, using the official analysis tool of the Swiss Federal Office for Gender Equality, categorised LALIVE as an exemplary "green", meaning "no gender effect".
- No unpaid labour – interns earn salaries.
- All employees paid above any applicable minimum wage.
- Wages paid only to a bank account held in the employee's name.

Zero tolerance of harassment

- Workers can report complaints to male and female compliance officers, giving a choice as to who to engage with on sensitive matters, such as sexual harassment.

Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility; and

Principle 9

Encourage the development and diffusion of environmentally friendly technologies.



Actions

Comply with all relevant legal **environmental standards**, and continually seek to enhance environmental performance. This includes **reducing our environmental footprint** and **offsetting our emissions**.



Outcomes

Reducing environmental footprint

- Electronic means of communication, including video conferencing, favoured over travel whenever possible.
- Travel policy says train preferred where practicable; economy class for flights under five hours.
- Energy consumption reduced through automatic hibernation of computers, use of low energy bulbs, motion sensors and automatic switches for lighting.
- Paper use reduced through electronic archiving, reducing printing to a minimum, and default double-sided printing.
- Paper, PET bottles, glass and aluminium systematically recycled.
- Drinking water purified and bottled on-site to avoid one-use plastic bottles.

Offsetting emissions

LALIVE offsets 100% of its calculated carbon emissions through its contributions to Zurich-based organisation [myclimate](#). LALIVE currently supports their sustainability and climate protection projects including:

- a local Swiss project that promotes climate-optimised forest management in the canton of Solothurn.
- a project in Uganda that distributes water purification systems to low-income households and institutions such as schools.

Swiss Triple Impact

LALIVE is participating in the Geneva Bar's "Swiss Triple Impact" pilot programme for law firms to evaluate their contribution to the UN Sustainable Development Goals and identify appropriate strategies for progress.

Anti-corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.



Actions

Assess the risk of corruption when doing business and actively monitor identified risks

Ensure employee awareness and responsibility

Comply with ethical requirements of applicable bar rules and laws

Participate in organisations that advocate good business practices, act against bribery, fraud and corruption, and work towards a more ethical and accountable society



Outcomes

Risk assessment

LALIVE has both a Business Acceptance Committee and a Compliance Committee which assess risks when onboarding new clients and monitor ongoing activities.

Employee awareness and responsibility

- All employees are encouraged to assess and report risks of corruption.
- All employees required to comply with anti-corruption norms regarding bribery and gifts as part of LALIVE's Code of Conduct.
- All employees at all levels must complete compliance training every two years.

Ethical requirements

Compliance with the law is enshrined in our Code of Conduct and is central to the way we conduct business.

Participation in organisations

LALIVE partners act as:

- Co-founder and honorary chairman of [Ethics and Compliance Switzerland](#).
- Member of the International Organization for Standardization (ISO) Expert Committee on Compliance Management Systems and Governance of Organizations; instrumental in 2021 publication of [ISO 37000](#), the first international standard on good organisational governance.
- Member of the International Association of Independent Corporate Monitors ([IAICM](#)).
- Speakers at Transparency International Switzerland events.
- Diversity and inclusion officer of the IBA Anti-Corruption Committee.

TRACE partner

LALIVE is the Swiss partner for [TRACE](#), a globally recognised anti-bribery business organisation, to which it provides a comprehensive country summary.

About the firm



Ranked top tier
in leading directories



Experts in handling
complex, cross-border
disputes



Qualified in 18 jurisdictions



Wide experience in
conducting large scale
investigations



18 languages



28 nationalities



Full gender equality
among lawyers
30 per cent female partners



Over 100 lawyers

