

THE MEANING OF OUR COMMITMENT

CSR REPORT 2022

Commitment and consistency

Today, CSR issues are major and essential for our firm, our teams and our clients.

That is why, in 2022, we decided to strengthen our commitment to CSR in all its aspects: social and environmental – through very specific actions in favour of quality of life in the workplace and energy efficiency; civic – as part of our Pro Bono policy, by supporting nearly 50 worthy organisations through financial aid or skills sponsorship; as well as, at the very heart of our business, through the development of skills and practices specific to all the legal issues directly arising from CSR.

For us, overall coherence, alignment with our values and exemplary behaviour are essential to ensure the meaning, relevance and quality of our commitment.

In this, the firm’s 5th CSR report, we present our main actions, our convictions and our progress.

Yours sincerely,



**Jean-François
Levraud**
Managing Partner



Frédéric Nouel
Senior Associate

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ESG is an international acronym used by the financial community to designate the Environmental, Social and Governance criteria that generally constitute the three pillars of extra-financial analysis.

ESG PRACTICE

1

Meeting all our clients' challenges



The world is changing. ESG issues are gradually becoming major challenges. Our clients, all of our clients, whether SMEs or large organisations, are directly impacted, and it is our role to support them in the face of risks and in the resulting transformations.

Beyond our own responsibility – as a law firm and as an employer – we have a real mission today: to build the necessary organisation, to develop all the ad hoc skills, to ensure the quality of services our clients need, in order to help each of them to integrate as fully as possible the social and environmental responsibility issues that concern them directly.

We see it as part of our job to adapt and to accompany our clients through all the evolutions that result from these new challenges.



5 000

NUMBER OF VIEWS
OF THE LEGAL GUIDE
OF CSR ON GIDE.COM



« It is our mission to make the directors, executives, and their legal teams aware of the issues and associated risks, and to support them. »

4 QUESTIONS TO DIDIER MARTIN

M&A PARTNER, CHAIRMAN OF THE COMMITTEE FOR SUSTAINABLE DEVELOPMENT,
COORDINATOR OF THE ESG / RSE / PRACTICE SUSTAINABLE DEVELOPMENT.

How have the firm's clients evolved in relation to these issues?

In recent years, these issues have clearly become increasingly important for our clients. They are showing a real need for support, both in consulting and in litigation.

How are your clients impacted?

They continue to face new and more restrictive regulations. They are more exposed than ever to sanctions and litigation in relation to what they do and how they communicate. The extra-financial information they are required to provide is constantly increasing. Boards of directors and management teams must understand these issues, take them into account and adopt strategies that integrate them.

What do you think are the main trends at work today in terms of social and environmental responsibility?

There is generally an increased duty of vigilance for companies, and a heightened risk to one's

reputation, possibly leading to liability. There is very low tolerance for any form of "greenwashing". Society now demands that polluters are aware of their impacts and vulnerabilities, that they assess these things and explain how they are addressing them, which is reflected in their non-financial information. The way in which companies take climate issues into account and embark on a decarbonisation trajectory is of considerable importance.

What impact does this have on the firm's business?

It is our mission to make the directors, executives and their legal teams aware of the issues and associated risks, and to support them. This is the purpose of our ESG/CSR/Sustainable Development practice. Many of the firm's teams are involved, whether in finance, environmental law, compliance, litigation, labour law, mergers & acquisitions, etc. Regardless of their activity, every business lawyer must now understand that these issues have become an essential part of doing business.



Legal Guide to CSR

In 2022, several of our expert lawyers designed, wrote and distributed a legal guide to CSR that has become a reference. This guide provides over 40 pages setting out a very specific overview of the new obligations of companies in terms of information, communication and management, and their impact on companies' strategy and governance.

This publication is the result of the work of members of our ESG / CSR / Sustainable Development practice, which covers a wide range of expertise.



Reducing our footprint



We have a duty to reduce our environmental footprint, every day, effectively, in every way.

Thanks to everyone's efforts, supported by the work of the committee for sustainable development, we have deployed a very complete range of actions addressing the various aspects of this issue: the design of the building that houses our headquarters, its energy consumption, the treatment of our waste, and our purchasing and mobility policies. We have also explored aspects directly linked to our profession as lawyers, such as the management of incoming and outgoing registered mail, the management of printers and paper consumption.

Consistency is essential.

-26%

YEAR ON YEAR REDUCTION
IN HEATING CONSUMPTION
2021-2022

AN EXEMPLARY BUILDING

From the outset, we have worked with our landlord to ensure that our headquarters (rue de Laborde, in the 8th arrondissement of Paris) is BREEAM and HQE certified, with environmental characteristics in line with the objectives sought by Le Grenelle de l'Environnement and the City of Paris climate plan.

- It has been awarded a **High Energy Performance Label**, which promotes responsible energy consumption.
- It includes more than **1,000 m² of green** areas.
- Its **roof vegetable garden** not only helps the building's thermal insulation, but also promotes biodiversity in the city. It allows the cultivation of aromatic herbs and vegetables used by the internal catering teams.
- A **30 m³ tank** allows rainwater to be collected and also facilitates its use in the operation of the building.



ENERGY EFFICIENCY

We worked particularly hard in 2022 to further reduce our already reasonable energy consumption, as part of an energy conservation plan.

- We reduced the **temperature** in the premises throughout the winter, while also reduced the number of heating hours, both during the week and at weekends.
- We are continuing our efforts this summer by implementing the site's BREEAM guidelines for turning on the **air conditioning**.
- We have also stopped heating the staircases and bathrooms. The gym is only heated if someone is present. The hot water in the bathrooms is turned off from May to October.
- More broadly, we are reviewing the use of the premises to ensure optimal energy efficiency.



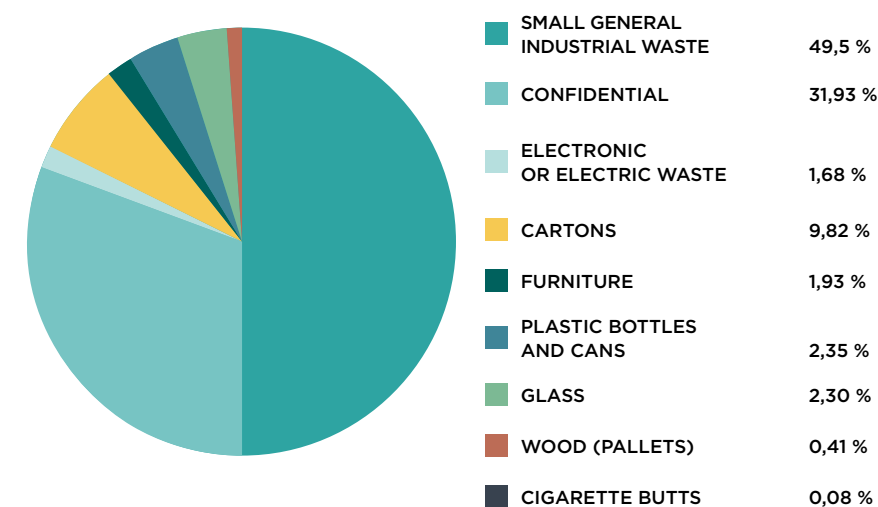
« When it comes to environmental issues, we have chosen to assume a result-based approach. »

Frédérique Misk-Malher,
Secretary General

ECOVADIS SCORE
ON THE
ENVIRONMENT

60/100

DISTRIBUTION OF SORTED, COLLECTED AND RECYCLED WASTE IN 2022



WASTE REDUCTION

At the same time, we are pursuing an active policy of waste reduction concerning all waste produced by the firm.

- **Reduction of plastic waste:** every member of the firm receives a water bottle, cup and reusable bag. No plastic cups or bottles are allowed in meeting rooms. Crockery used in the office must be hard or recyclable.
- **Recycling:** we segregate paper and cardboard in all of our offices, along with glass, plastic bottles and cans, batteries, coffee capsules and grounds. In 2022, we set up the sorting of bio-waste.
- **Reduction of food waste:** the firm's catering offers three distinct sizes of dishes according to appetite, to avoid food leftovers. We donate any surplus food to Linkee, allowing us to provide several thousand meals to beneficiaries of partner associations.

80 125 KG

OF SORTED OFFICE WASTE,
COLLECTED AND RECYCLED IN 2022



ECOVADIS SCORE
ON RESPONSIBLE
PURCHASING

50 / 100



SUSTAINABLE PROCUREMENT

In order to make all our suppliers aware of CSR imperatives, in 2021, we created a **Responsible Purchasing Charter**.

Our goal is to ensure that our service providers comply with all of our requirements with regard to human rights, labour rights and the various aspects of Corporate Social Responsibility.

We have also entered into partnerships with service providers who are committed to disability inclusion for our supply purchases or the recycling of our waste.



RESPONSIBLE COMPUTING

In our business, computers and paper are essential. With this in mind:

- We are progressively eliminating all individual printers and small photocopiers, in order to limit the purchase, use and **recycling of consumables**.
- We ensure a **reasonable replacement of computer equipment**.

We are developing the **dematerialised sending** of registered mail.

- **Paper consumption is steadily decreasing** at the firm: it was halved between 2019 and 2022.
- **Replaced company phones** are sold back to staff for reuse.



1/2
CONSUMPTION
OF PAPER HALVED
BETWEEN 2019 AND 2022

TRAVEL AND MOBILITY

Travel is frequent in our business.

A green mobility policy is therefore conducted by the firm rigorously, integrating for example the following elements:

- **Trains** are preferred for all trips of less than 500 km.
- There are no **company cars**.
- **Green cabs** are ordered by default.
- **10 electric charging stations** are now installed in the parking lot of our building.
- We were able to offer the purchase of **electric bikes** to the members of the firm at a reduced price.



« Reducing our environmental footprint is a constant concern for us, towards all our suppliers. »

Maryline Maillard,
Senior Purchasing & Client Experience
Manager





Ensuring the well-being of all, each and every day



For the 800 staff and lawyers that the firm has in France and around the world, we take it upon ourselves to make human resources issues a priority. Indeed, there is no credible CSR commitment without a social component, meaning the real consideration of each and every person.

This means that ensuring a real quality of life at work on a daily basis, promoting diversity in the teams and guaranteeing equal opportunities and compensation are priorities for our HR activities.

11

OFFICES
WORLDWIDE

500

LAWYERS INCLUDING
120 PARTNERS

300

EMPLOYEES





Quality of working life

A BAROMETER TO MEASURE

In order to take a true inventory of the quality of working life (QWL) at the firm, at the end of 2021 we decided to launch the first consultation with the lawyers and staff of all our offices. The results of the survey, entrusted to an external company, were very positive overall: nearly 90% participation and 86% declared satisfaction.

Lawyers and staff in particular emphasised the attractiveness of the firm (86% / 90% respectively) with a strong adherence to Gide's values and these values consistently in the top 3 (excellence, expertise and thoroughness). Around 74% of respondents expressed pride in where they worked. Finally, the quality of the work atmosphere, the relationships within the firm and the quality of the teams were all praised by the participants.

However, the results of this barometer also demonstrate the need to work even harder on these QWL issues.

A CHARTER TO COMMIT TO

The results of the survey led to the creation of a working group dedicated to QWL issues in 2022. This mixed working group – lawyers and staff – is tasked with coming up with necessary actions and commitments. A QWL charter is currently being drafted and will be completed and distributed in 2023.

A COMPLIANCE OFFICER TO TAKE ACTION

In order to ensure that any potential abuses can be collected and dealt with, in 2022 we appointed

AND OPPORTUNITIES FOR MEETINGS AND MINGLING...

To encourage the integration of all employees and ensure the highest quality of work relations, we are also boosting the opportunities for sharing and being open: international day (with teams from all our offices around the world), conferences with prestigious guests, inter-office public speaking contest, participation in sporting events, festive occasions, meetings with organisations...



ECOVADIS SCORE
ON SOCIAL AND
HUMAN RIGHTS

70 / 100



3 QUESTIONS TO BENJAMIN KRIEF

**ASSOCIATE LAWYER IN SOCIAL LAW,
GROUP CO-FACILITATOR
QWL WORKPLACE**

How do you view the work of the QWL working group?

This group, composed of partners, counsels, associates and staff of the firm, has done a lot of work. During the meetings, each member was able to speak and express their ideas. Everyone was listened to and understood. The QWL Charter is the result of this process. I am personally very proud to have participated in this work.

What are the main contributions of the working group?

The working group allowed us to reaffirm and put into writing the common values that unite us at Gide. On a day-to-day basis, teams can operate in very different ways (on issues such as telecommuting, for example). That is why it was essential to reaffirm this common base.

What are the values that are emphasised?

We have built our thinking around three sets of values: respect (for individuals and ethics), equality and diversity, and finally, well-being at work. Our business is, by nature, very demanding, intense and competitive. But this should never cause us to forget the essential: putting people at the heart of our activity and our thinking.



3 QUESTIONS TO CÉCILE LEFEVRE

HR DIRECTOR OF THE FIRM

What surprised you the most when you arrived at Gide?

Perhaps the importance given to the recruitment of young employees, their apprenticeship and of course their training course. There is an aspect of transmission here that is really very important for everyone.

When you talk about young employees, do you also talk about specific questions?

The firm offers a wide range of age groups, with an average age of around 40 and young people, who are therefore particularly sensitive – it's true – to issues of quality of life at work, for example. The relationship with work is changing, as are the issues of work/life balance. We absolutely must integrate this into our thinking. In this respect, the setting up of the QWL working group is a very positive initiative.

Is the film dedicated to the employer brand also part of this attention to young people?

“Un jour chez Gide” is also an achievement of the year 2022 indeed. Based on the testimonies of four young associates, two women and two men, the film shows the major importance we attach to the integration and well-being of newcomers, as well as to their prospects for development within the firm.



Diversity, Parity, Training

PROMOTING DIVERSITY

In an environment that is often perceived as socially very homogeneous, the issue of diversity is key for us. We are therefore expanding initiatives to ensure greater diversity within our teams. These include the following:

Gide Opens Its Doors: an original format for meetings with potential interns.

Shake the law: the 3rd edition of a student challenge to encourage innovation in the practice of law and to bring out future talents from all horizons.

The Excellence Scholarship of Sciences Po: renewed again for three years, this scholarship is designed to promote educational innovation and equal opportunity.

Reminder: The firm has been a signatory of the Diversity Charter since 2018, undertaking to fight against all forms of discrimination and to pursue its commitments to diversity: gender parity, the recruitment of varied and international profiles...

Today, 35 nationalities are represented at Gide.

RESPECTING PARITY

In order to fight against salary inequalities, the law makes it mandatory for all companies with at least 50 employees to calculate their gender equality index, out of 100. The resulting scores reflect the firm's commitment to effective parity.

For 2023 (as of 2022), for our employees, we have indeed obtained a score of 99 out of 100 (100 being a perfect tie).

In order to support the development of women at Gide, we have also set up a personalised career follow-up programme. Mentoring sessions are organised for female partners, counsels and associates, such as the InspiringWomen@Gide lunch series.

PROMOTING TRAINING

The development of the employability of each individual and the skills of all makes continuous training essential.

- **More than 60%** of our employees are trained each year.

- In 2022, **more than 64%** of our lawyers received training.



Thirteen counsels appointed in 2022





Accompany, offer, support beautiful projects...



Although our firm is focused on business, it is no less committed to its civic engagement, and in particular to its role as a defender of fundamental freedoms, such as human and social rights.

Through the Gide Pro Bono Endowment Fund, which celebrated its 10th anniversary in 2022, each year we choose organisations, causes and projects that are close to our hearts, because they best fit into one of our three themes:

- ▶ **Access to education**
- ▶ **Access to law and justice**
- ▶ **Helping the poorest of the poor.**

We devote money, human resources and time to supporting them, in a very specific way, in their best interests.

In addition to the above, we also strive to choose projects in which the members of the firm, lawyers and employees, can be involved in a lasting way, thus making long-term collaborations grow.



The firm's commitment: specific terms

It is implemented by a dedicated endowment fund, an integral part of the firm's governance, and has two distinct components:

A FINANCIAL SPONSORSHIP COMPONENT

Thanks to an **annual contribution** from all of the firm's partners, which allows us to finance projects and contribute to the resources of the selected associations.

A SKILLS SPONSORSHIP COMPONENT

- Through the provision of free expanded legal expertise.
- Note: every employee can devote 20 hours per year to Pro Bono- missions, this figure is extended to 40 hours for lawyers.

€ 250 000

DONATIONS MADE BY
GIDE PRO BONO IN 2022

€ 300 000

BUDGET PLANNED IN 2023

18

SUPPORTED ASSOCIATIONS
FINANCIALLY IN 2022 +.
ABOUT THIRTY OTHERS
IN SKILLS SPONSORSHIP

1 833

NUMBER OF HOURS DEDICATED
TO THE SPONSORSHIP OF
SKILLS IN 2021

1 920

NUMBER OF HOURS DEDICATED
TO THE SPONSORSHIP
OF SKILLS IN 2022

Outstanding Experience: With the organisation Happy Cultors

THE ORGANISATION:

The organisation assumes an educational role – especially for children – concerning the relationship with life, nature and biodiversity issues. For example, it has an ambitious project for an educational farm.

THE CONTRIBUTION OF THE GIDE PRO BONO FUND:

- After a vote proposed to the entire firm in an internal call for projects, the organisation received funding of €10,000 in 2022 and will also be supported with the same amount in 2023.
- The firm provides the organisation with a wide range of legal skills according to its needs: protection of the brand, purchase of land, etc.

TESTIMONIAL:

By **Elizabeth Gautier**, Counsel, Economic and European Law and new member of the Pro Bono Commission



« I take real pride in being a member of the Pro Bono committee and able to help non-profits that need it and to share it widely. It's really inspiring for everyone, I think. »

18 organisations received financial support in 2022



- AADH
- Apprentis d'Auteuil
- Article 1
- ATD Quart Monde
- Droits d'Urgence
- Ecole Nationale des Beaux-Arts
- Happy Cultors
- InitiaDROIT
- JRS
- Lire pour en Sortir
- Paris Tout P'tits
- Plan International France
- Proximité
- Singa
- Sport dans la Ville

AS PART OF THE MOBILISATION FOR UKRAINE:

- Alliance Urgences
- Croix-Rouge française
- UNHCR

Mobilisation for Ukraine

For Ukraine, the firm has made an exceptional commitment in 2022.

- Through the very large mobilisation of Gide Warsaw: legal support and support in kind.
- Through a special subscription system implemented in favour of three specially selected associations: Alliance Urgences, French Red Cross and UNHCR, for a total of nearly €150 000 donated by the members of the firm.



Outstanding Experience: The organisation «Lire pour en sortir»

THE ORGANISATION:

«Lire pour en sortir» allows prisoners who have been incarcerated for long sentences to benefit from personalised support through reading.

The organisation provides them with books on a regular basis, shared with volunteers, in what is both access to culture and a fight against isolation.

THE FIRM'S CONTRIBUTIONS:

The firm – via its printing teams – regularly prints documents useful for the organisation's activity: catalogues of books offered to prisoners, the organisation's newspaper...

In 2022, thanks to their talents as video makers and photographers, Gide employees Sébastien Deguelder and Riccardo Manach participated in the production of a promotional film for the organisation, presenting «reading as an escape». The lawyers are also mobilised by animating eloquence workshops in the penitentiary centres.

TESTIMONIAL:

By **Sébastien Deguelder** and **Riccardo Manach**, printing team



« For the purposes of the film, we spent a whole day in a detention centre in Roanne. We interviewed three inmates there. To be there where no one ever goes, to listen to them closely, to give them a voice, it was a very strong experience, incredible, a real human adventure. »

2022 Highlights

ESG PRACTICE

Design and distribution of
a **CSR legal guide**
for the firm's clients

ENVIRONMENT

Implementation of
an **Energy Saving Plan**

26% reduction in heating
consumption
at Gide's headquarters

HR ASPECTS

Creation of a Governance
of **Quality of Life at Work** issues

- Barometer
- Dedicated Committee
- Appointment of a compliance officer

CITIZEN COMMITMENTS

The Pro Bono Commission celebrates
10 years of specific actions

More than 50 organisations
assisted in 2022



GLOBAL
ECOVADIS
SCORE
63 / 100

GIDE
IS IN THE TOP 25%
MOST RESPONSIBLE
COMPANIES
ACCORDING
TO ECOVADIS



gide.com



GIDE

GIDE LOYRETTE NOUEL