


# GIDE

GIDE LOYRETTE NOUËL

## CORPORATE SOCIAL RESPONSIBILITY CHARTER

An aerial photograph of a lush green rooftop garden. The garden is densely packed with various green plants and shrubs. Wooden decking is visible along the edges and in the center of the garden, creating a modern, urban oasis. The overall scene is vibrant and green, symbolizing nature and sustainability.

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*Gide is an innovative and committed firm that implements a number of actions in favour of social responsibility. This Charter sets out our pledges in terms of human capital, ethics, the environment and pro bono, Gide's four strategic CSR topics.*

## 1. HUMAN CAPITAL

### *Diversity*

With a presence in 11 countries, and members drawn from 35 different nationalities representing 41 bar associations, Gide enjoys rich cultural diversity. While it is also a performance driver, our firm aims to actively encourage such diversity, in particular through:

- empowering women, by offering resources to all the firm's female associates (mentoring, VIP events, monthly experience-sharing lunches between partners and associates), with a stated objective of reaching 30% of female partners by 2025;
- taking into consideration the constraints linked to parenthood, in particular by establishing a pro-rata system of hours worked to offset the impact of maternity and paternity leave;
- fostering social inclusion through specific projects, including meeting students throughout France via the Gide Talents programme;
- refusing all forms of discrimination by offering specific training to all those involved in recruitment for the firm.

To highlight these commitments, Gide is a signatory to the national Diversity Charter.

### *Training policy*

With the support of its Scientific Council, the Gide Académie internal training platform offers a series of training courses and conferences ensuring that all the firm's members can upskill whenever they want, thereby remaining employable. A training session is given on average every month, involving about fifteen internal speakers per year.

### *Well-being at work*

As well as encouraging productivity, Gide is convinced that well-being at work stimulates efficient performance and fosters the feeling of belonging.

With this in mind, the firm:

- encourages work-life balance through the adaptation of working hours and, more broadly, through the application of home office options;
- offers solutions and services enabling all Gide members to maintain a healthy lifestyle and to make daily life in the workplace more enjoyable (gym, concierge service, restaurant);
- promotes constructive social dialogue through regular consultation with staff representatives;
- organises fun and informal events throughout the year, such as conferences on inspiring topics, tastings during festive periods, and sporting events for charity;
- offers financial and non-financial benefits to all members of the firm.

## 2. ETHICS

### *Ethics, transparency and conflicts of interest*

The firm's Executive Committee and various departments and commissions work together to establish clearly defined rules that include:

- a requirement for all new members of the firm to sign its ethics charter upon arrival;
- mandatory training on corruption, money laundering, insider trading and the financing of terrorism in order to combat all types of fraud, increase awareness of these issues and raise the alarm when appropriate;
- organising regular meetings with lawyers and employees to inform them of the firm's situation, as well as the Committee's strategy and vision;
- ensuring a verification on conflicts of interest is carried out before taking on any new matter, whether billed or pro bono.

### *Personal data protection*

Above and beyond the law relating to GDPR, we are committed to an ongoing watch on cyber-threats and to the continuous improvement of our information systems to guarantee the confidentiality of our data and that of our clients.

Gide's IT charter is sent to all new members of the firm upon arrival for signature, and dedicated training is provided.

Additionally, the firm uses VPN technology for remote connections, secured with latest generation firewalls, and a specialised and high-performance Electronic Document Management system helps optimise the management and use of all documents.

Lastly, the firm's servers are located in France, thereby offering a high level of communications security.

### 3. ENVIRONMENT

Controlling and reducing its environmental footprint is a real and permanent concern for the firm. To this end, Gide:

- raises the awareness of users on the protection of the environment in order to foster the adoption of good practices, in particular as regards printing, waste management and IT uses;
- limits the generation of waste by encouraging its collection and recycling in each office and shared space;
- as far as possible, encourages the use of rail transport and video-conferencing systems for business meetings, as well as "soft" transport means for more sustainable travel;
- raises the awareness of its service providers on sustainable development via a sustainable procurement charter;
- encourages the correct use of its energy- and water-efficient "green" buildings.

The firm has established a Sustainable Development Commission whose purpose is to steer its actions to limit its environmental impact.

### 4. PRO BONO

Lastly, Gide does its utmost so that all its members can give some of their time and expertise freely to selected projects: the firm is proud of seeing, every year, around 100 people voluntarily supporting some 50 approved charities during their office hours, thanks to Gide Pro Bono.

Gide commits to:

- continuing its ambitious Pro Bono programme to provide both financial and skills sponsorship to selected charities;
- sustaining its Gide Pro Bono endowment fund, which receives EUR 250,000 per year from all partners of the firm;
- simplifying connections between charities and Gide's volunteers;
- regularly organising in-kind donations and charity events to facilitate the commitment of all members of the firm.

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