

CORPORATE SOCIAL RESPONSIBILITY CHARTER

Gide is a committed firm that implements a number of actions in favour of social responsibility. This charter acts as a veritable guideline to our commitments by setting forth our firm's four major CSR strategic pillars: social, ethical, environmental and citizen.

Social commitment

Encouraging diversity

Gide is an international firm present in 13 countries, with lawyers of 35 different nationalities representing 41 of the world's bars. Such a rich diversity of its members is a significant performance factor for Gide. With this in mind, the firm combats all forms of discrimination and actively encourages diversity, in particular in the following fields:

- respecting equal opportunities when recruiting and promoting individuals: equal pay for equal work ;
- providing specific coaching (mentoring & meetings) to women of high potential, with the stated aim of having 30% women partners by 2025;
- respecting diversity of origins (regional, national, ethnic, cultural, etc.).

Intensifying our firm's training policy

Gide strives to anticipate the development and adaptation of its members in order to satisfy its stated demand for excellence.

Through its Gide Académie and Scientific Council, our firm puts in place training and conference cycles that are dedicated to lawyers and employees, thereby enabling all members to develop their skills and knowledge.

Fostering the well-being of our firm members

Gide is convinced that well-being at work is key to improving the health and performance of its members, which in turn will be reflected in their relations with our clients.

With this in mind, our firm organises a wide variety of teambuilding events throughout the year: conferences on topics far-removed from law, tasting sessions at key festive moments during the year etc. We also organise sports events, often in support of charities.

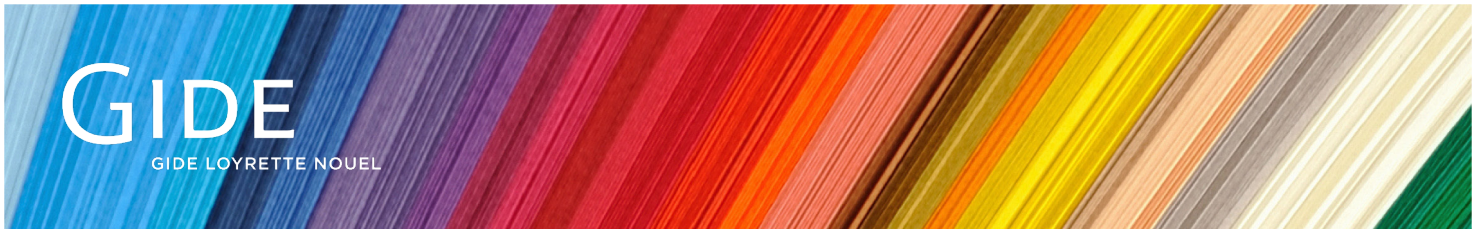
Ethical commitment

Ethics and conflicts of interest

All members of the firm must sign an ethics charter and follow training sessions on combating corruption, anti-money laundering, insider misconduct and insider trading, and the financing of terrorism, in order to increase awareness of these issues and raise the alarm if needed.

Additionally, a team is in place to conduct checks on conflicts of interests for all cases opened with a client, be it on a fee or pro bono basis.

ALGIERS
BEIJING
BRUSSELS
CAIRO
CASABLANCA
ISTANBUL
LONDON
MOSCOW
NEW YORK
PARIS
SHANGHAI
TEHRAN
TUNIS
WARSAW



Personal data & Cybersecurity

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. Our firm is aiming for certification by the end of 2018.

Human rights

All our offices respect international law as regards Human Rights.

Environmental commitment

Relocating to an HQE building

In September 2018, Gide will move to new premises located at 15 rue de Laborde, in the 8th *arrondissement* of Paris. This project is a clear expression of the firm's desire to turn a new leaf and begin a fresh chapter in its history. The firm's future building complex is currently undergoing a major overhaul, and will offer new-generation workspaces to encourage collective performance and foster creativity. Gide is aiming for HQE (High Quality Environmental standard) "Excellent" and BREEAM (Building Research Establishment Environmental Assessment Method) "Very Good" building certifications.

Developing recycling

Paper is the most widely used disposable resource at our firm. With this mind, we implemented a paper recycling policy in 2015. At end 2017, we had recycled in total nearly 70 tonnes of paper and cardboard, i.e. an 80% increase when compared with the year of launch. Recycling of glass, aluminium and plastic is also available, as is that of coffee grounds generated by our communal coffee machines.

Since 2010, Gide has conducted a number of actions aimed at reducing its consumption of disposable products: replacement of photocopiers by latest-generation models using no toners; removal of fax machines; recycling of various disposable products, such as printer cartridges, batteries, computer equipment, mobile telephones, and donations of its used equipment to charities.

Citizen commitment

Encouraging *pro bono*

Gide has a formalised firmwide *pro bono* programme, headed by a specialised Commission, which includes both financial and skills support. Every year, 250,000 euros are donated to projects and/or charities whose object meets one of the programme's three founding principles: **access to education**, **access to law and justice**, or **solidarity with those most in need**. Additionally, Gide offers these charities, free of charge, the professional skills of its lawyers and employees during their office hours, within a limit of 40 hours per person per year. In 2017, around one hundred members of the firm gave over 2,600 hours of their working time to charities identified by the Pro Bono Commission.

Fostering eco-friendly behaviours

All members of our firm are regularly invited to take part in charity and/or solidarity events, by raising funds or making in-kind donations to charities supported or not by the firm's Pro Bono programme: sports events, toy and clothes drives, gift collections, etc.

[original French version signed]

Xavier de Kergommeaux
Senior Partner