

GIDE

GIDE LOYRETTE NOUËL

2024

CSR & PRO BONO REPORT

BRINGING **MEANING** TO OUR
COMMITMENT



Baudouin DE MOUCHERON
Senior Partner

EDITORIAL

2014 marks the end of our first three-year term at the head of Gide's executive committee. During these three exciting years, as a firm we put in place a structured initiative to improve our response to the social and environmental challenges we face.

We are convinced that our commitments as part of this initiative count towards our identity and define us in much the same way as our expertise in law. We would like to take this opportunity to share them with you in this, our first CSR & *Pro Bono* report.

THE PRO BONO DYNAMIC

As lawyers, *Pro Bono* work is, and always has been, an essential component of our social responsibility. It therefore stood to reason that we should highlight our *Pro Bono* actions and set up a dedicated firmwide programme known as Gide *Pro Bono*, a key feature of our first term.

In making skills sponsorship* a part of this programme, we wished to promote individual *Pro Bono* practices and, of course, kindle new ones. And what a success! Alongside free legal consultations and academic support, new projects addressing social issues are now on the rise and form an integral part of Gide's ecosystem.

* All Gide members can spend up to forty hours per year of their working time on *Pro Bono* projects approved by the firm, which include providing free legal advice and mentoring young students.



Stéphane PUEL
Managing Partner

In 2014, the number of people involved in *Pro Bono* work increased 30% on 2013, an enthusiasm that confirms *Pro Bono* work as a meaningful commitment for those who undertake it. We are delighted to see our *Pro Bono* programme growing steadily, and hope that it will rally ever more Gide members in the coming years.

OUR VALUES IN THE SERVICE OF PROGRESS

Alongside this *Pro Bono* work, we are continuing our efforts to ensure that three of our firm's fundamental values, i.e. excellence, openness and commitment, remain strong markers of our social and environmental pledge.

By giving each one of us the chance to grow professionally within the firm, we support, cultivate and foster **excellence**. The work carried out these last few years, in particular as regards recruitment and vocational training, is a reflection of this drive for excellence.

Openness is something we naturally encourage, as it enables us to change and learn from others. It means creating connections and relationships within the firm, opening up to the world around us, to differences, to the environment, and to new skillsets and work methods. It is the key to continued development.

Lastly, it is through **commitment** that we turn ideas into concrete actions, and ambitions into energy. A commitment is a long-term undertaking. Taken collectively, our commitments allow us to consider lasting solutions and relationships, and project ourselves into the future.

To create value that is in line with our beliefs—such is the meaning of our commitment. We are proud of it and proud of the fact that it still generates so much enthusiasm at this, the start of our second term.

Baudouin de Moucheron
Stéphane Puel

GIDE, A RESPONSIBLE FIRM

As legal professionals, we have a duty to adopt a responsible behaviour with all our stakeholders.

WORKING PRO BONO

Our profession has always prided itself on its close and special relationship with society as a whole. Working at the very heart of civilisation, as lawyers we are the defenders of fundamental freedoms and rights.

Although our firm focuses on business law, we are nonetheless attached to this protective and social role, as echoed by two of our fundamental values: openness and commitment. By working *Pro Bono*, we nurture and honour this calling. By committing our entire organisation, we strive to make our *Pro Bono* work as high-impact as possible.

COMMITTING THE MEN AND WOMEN OF GIDE

Gide is above all an organisation made up of men and women who come together collectively to uphold our values. This requires a considerable investment of time and energy, an indication of their strong attachment to our firm and their real desire to defend excellence. To be socially responsible is to be able to offer a framework, a context and the conditions necessary for all people at



Gide to find the balance they are looking for. In our relationship with society, our vision of the job, our management of our people and our work, our firm must be worthy of the trust it is shown every day. This is the meaning of our social commitment, the meaning behind everything we do.



« Gide runs La Voie Royale alongside charity Proximité in October 2014.

↓ A computer recycling day organised by TAE, a pilot project set up by charity ATD Fourth World.



ACTING FOR THE ENVIRONMENT

Controlling and reducing our environmental footprint is a real concern for Gide. For fifteen years now, we have sought out and implemented the most appropriate means of limiting the impact of our activity on the environment.

Whether in the fields of transport, information technology, energy or office premises, we endeavour to adapt and modify our habits to make them more environmentally responsible and respectful. By asking as much from our service providers as we do from ourselves, we are committing day by day to preserving the environment.

THINKING GLOBAL, ACTING LOCAL

With 17 offices, 35 different nationalities, representing 41 bars around the world, Gide is a firm of international stature. Our worldwide and multicultural dimension naturally impacts our commitments and our responsibility.

Our ambition is for every member of Gide to be a part of our commitment, whether in France or abroad.

365 DAYS OF CITIZEN ACTIONS

At Gide, 2014 was punctuated by actions focused on human relations and social responsibility.

CREATION OF THE COUNSEL STATUS

The Counsel status is created, serving as a stepping stone to partnership and to help recognise and promote talented individuals within the firm.

JANUARY

7TH ANNUAL FRENCH LAW MOOT IN OXFORD

For the seventh consecutive year, Gide supports this moot competition, recognised throughout Europe

MARCH

OPENING OF THE ENFANTS DE BOUTS DU MONDE EXHIBITION

A sponsor of ATD Fourth World, Gide promotes the charity's action for children.

MAY

FEBRUARY

In Paris, lawyers mentoring pupils and students of both charities invite them to find out more about the legal profession.

A VIEW ON LAW, WITH PROXITÉ AND FRATELI

APRIL

To reduce the number of emails and improve communication between members of the firm, the instant messaging system Lync is rolled out.

ROLL-OUT OF LYNC

JUNE

For over a week, all members of Gide Paris rally and donate some 600 items of professional clothing to the charity.

CLOTHES DRIVE FOR LA CRAVATE SOLIDAIRE



JP MORGAN CORPORATE CHALLENGE

A dozen sportsmen and women from Gide London take part in the JP Morgan Corporate Challenge in support of Water Aid.

JULY



RUNNING SEASON!

Over 30 runners race for a charitable cause, with Running for Missing Children Europe in Brussels and La Voie Royale in Paris, alongside charity Proxité.

OCTOBER

LAUNCH OF THE FIRST RECRUITMENT CHALLENGE

Gide launches its first Challenge for student lawyers, with a cash prize and internship awarded to the five best anonymous cover letters.

DECEMBER

SEPTEMBER

The induction programme for new recruits is reviewed to help quickly develop their understanding of the firm.

INDUCTION PROGRAMME

NOVEMBER

Members of Gide Hong Kong donate 26 shoeboxes filled with educational toys to charity action Box of Hope. A "Give Blood" day is organised at Gide Paris, with some 60 donors.

BOX OF HOPE DONATION, AND BLOOD DRIVE



WORKING *PRO BONO*

GIDE'S PRO BONO POLICY

Ever since 2011, our collective commitment to meet the challenges of today's society has taken the shape of a coordinated and comprehensive action known as Gide Pro Bono, which includes both a skills and a financial sponsorship aspect.

Our *Pro Bono* commission, set up in 2011, includes the Senior and Managing Partners as well as 11 motivated volunteer partners. Together, they define and implement the firm's *Pro Bono* policy that enables all Gide members to offer their skills during their office hours, for up to **40 hours per year**. The policy also includes a financial aspect, in the form of the Gide Pro Bono endowment fund, which receives **250,000 euros every year** from the firm's partners.

This stimulating community project serves the causes we believe in: access to education, access to law and justice, and solidarity with those most in need.





JULIE PAILHÈS
VOLUNTEER LAWYER FOR FRATELI, GIDE PARIS

“For three years now, I have been a mentor to a law student. This year, I supported him throughout his exams period, helped him with selecting his university pathway, helped him draft his CV and cover letters, gave him advice on looking for internships, made him benefit from my network and, more generally, lent a sympathetic ear.”

ACCESS TO EDUCATION

Education is a fundamental right. It conditions individual growth and our ability to assert a number of other rights. With this in mind, we support three charities that are committed to giving the younger generations the best chances of success.

Proxité’s mission statement is to support those who need it during their school years, offering school students from disadvantaged neighbourhoods the chance to be individually mentored by a volunteer drawn from the active population. Several Gide lawyers have this year once more become a part of this mission, which combines academic support and personalised follow-up. Our partnership with Proxité is supported financially by the Gide Pro Bono endowment fund, with an increased investment in 2014.

OVER
35
LAWYERS
INVOLVED IN
MENTORING
ACTIONS IN 2014

French charity **Apprentis d’Auteuil** is another of our financial beneficiaries. This year, we focused on a project that aims to drive young pupils experiencing severe educational or social difficulties to think about and draw up a plan for the first step of their professional career, thereby helping them break their cycle of failure and boosting their confidence.

Lastly, with excellence as one of our driving values, it was a natural choice for us to support charity **Frateli**, which enables highly talented university students from modest backgrounds to efficiently prepare for their professional careers. The charity pairs up young grant holders with professionals working in the very field they aspire to. Over 20 Gide staff and lawyers are committed to this charity, which also received our renewed financial support in 2014.



ZUZANNA MACHOWSKA

VOLUNTEER LAWYER FOR INITIADROIT, GIDE WARSAW

"I am delighted to have shared my knowledge, captivated the pupils' attention and inspired them to speak up and defend their ideas. Leading these workshops as a debate means the pupils develop their ability to set out arguments, defend their point of view and broaden their reflection."

ACCESS TO LAW AND JUSTICE

As lawyers, law and justice are at the very heart of our field and naturally constitute a major part of Gide's Pro Bono policy. We therefore support three charities that are committed to raising awareness about and offering free access to law and justice.

The driving purpose behind charity **InitiaDROIT** and the lawyers volunteering for it is to demonstrate the usefulness of everyday law in order to facilitate access to it. The charity sends volunteer lawyers into schools to illustrate civics lessons with real law-related case studies.

The **Bus de la Solidarité** (the "Solidarity Law Bus") follows another concept, taking the law to those who could not otherwise afford it. Inside the Bus, volunteer lawyers advise and give a first legal opinion on the questions brought to them. We promote this initiative and are actively involved in the Bus's evening rounds. Lastly, we support charities, NGOs and institutions that work to defend human and children's rights by offering free and confidential advice via coordinating body **The Alliance of Lawyers for Human Rights** (AADH).

IN 2014, HOURS OF FREE LEGAL CONSULTATIONS UP

50%

ON 2013



👤 Our lawyers are actively involved in the Paris Bar's Bus de la Solidarité.



CHRISTOPHE LASSERRE-VENTURA
PRESIDENT OF PERCE-NEIGE

“Gide Pro Bono’s 2014 donation will enable us to finance refurbishment works in our Mandres-les-Roses and Courbevoie homes, which respectively welcome autistic adults and adults suffering from a mental disability.”

SOLIDARITY WITH THOSE MOST IN NEED

Aware of the growing social difficulties that come hand-in-hand with an economic crisis, Gide wished to provide support to those most in need. We selected three charities committed to encouraging professional and social integration and combating poverty.

“No one is unemployable.” Such is the motto of Working and Learning Together, an anti-poverty pilot project run by the **International Movement ATD Fourth World** and supported financially by Gide Pro Bono. The project endeavours to reduce the economic exclusion of the world’s poorest individuals, and equips them with vital skills by getting them to work in small teams active in three sectors: overhauling used IT equipment, performing finishing work on construction projects, and providing cleaning services.

18,240

CHILDREN HAVE BENEFITED FROM THE PLAN FRANCE PROGRAMME IN **TOGO**

Since exclusion is not necessarily related to economic conditions, we also actively support **Perce-Neige** and ran the women-only 7-km *La Parisienne* race this year in their name. Founded by actor Lino Ventura, this charity strives to bring happiness to mentally disabled children and adults.

Lastly, in line with our international outlook, we naturally wished to act abroad in Africa, a continent that is of significant importance to us. Via international NGO **Plan France**, for two years now we have supported a project that aims to reduce maternal and infant mortality rates in a district of Togo.

OUTLOOK

The Pro Bono dynamic is going strong, and we’re proud of it!

In the coming years, we hope to build on it by posting more information about the projects we are working on, providing them with long-term support, and offering even more ways to get involved. Initiatives in the field of solidarity economy and actions borne by our foreign offices are some of our ideas for progress currently being implemented.

A COMMITTED HR POLICY

In 2014, we put in place a number of actions that are testament to our commitments towards social responsibility.

Our attention this year focused primarily on the management of current and future promising individuals, diversity, and well-being at work. All these commitments come together to make Gide a stimulating environment where everyone feels valued.

COMMITMENT No.1

PLACING TALENT AT THE HEART OF OUR HR POLICY

Our objectives

- To recruit and retain the best profiles.
- To further develop skills.

In practice

- Serving as a stepping stone to partnership, the status of Counsel is created to help talented individuals come into their own.
- Close relationships with leading higher education institutions are developed across the world, with internships and scholarships awarded to the most promising students.
- A number of legal training sessions and conferences are organised for lawyers, involving our Scientific Council, comprised of law professors and former magistrates.
- A training programme is rolled out for assistants, leading to a recognised professional qualification.



« Gide is regularly present on university career fairs.

OUTLOOK

With a view to improving well-being at the firm, we are looking to offer more flexibility, in particular by introducing homeworking possibilities. Additionally, we have recently launched a cycle of monthly conferences during the lunch hour, enabling all those who so wish to improve their knowledge on or be introduced to a variety of topics.

PROMOTING WOMEN

COMMITMENT No. 2

Our objectives

- To reach 30% women partners by 2025.
- To put in place a specific support programme for women.

In practice

- Training cycles on leadership are made available to women lawyers from their 5th year at Gide.
- Maternity leave is taken into account when calculating lawyers' annual hours *pro rata*.
- The first Counsel appointments reached a perfect balance of men and women.

COMMITMENT No. 3

IMPROVING WELL-BEING IN THE OFFICE

Our objectives

- To boost the feeling of belonging.
- To create a work environment that is conducive to well-being.

In practice

- Teams made up of staff and lawyers take part in a number of sporting events (softball, football, races).
- Convivial areas are created.
- A programme for personal development has been developed for assistants, and e-learning modules have been put in place for lawyers and employees.

OUR ACTIONS FOR THE ENVIRONMENT

In 2014, we stepped up our efforts to improve our environmental efficiency. All drivers enabling us to have a positive impact on our environmental footprint were the object of precise and monitored commitments. One of our most significant measures this year was to foster eco-friendly behaviours, both in Gide members and our suppliers.

REDUCING OUR ENERGY CONSUMPTION

COMMITMENT

No.1

Our objectives

- To reduce our energy consumption, with an objective of -5% in 2015.

In practice

- Double glazing is fitted at Gide Paris.
- An energy-saving lighting solution is implemented.
- Our international offices are working closely with their local French Chambers of Commerce and Industry and have signed their CSR charter.

CONTROLLING OUR CONSUMPTION OF DISPOSABLE PRODUCTS

COMMITMENT

No.2

Our objectives

- To favour products manufactured using recycled materials.
- To broaden the scope of our recycling measures.
- To reduce our paper consumption.

In practice

- Office supplies made from recycled materials are made available.
- A number of reference documents are now available in e-format.
- Computer consumables are recycled.



OUTLOOK

Our priority project for the upcoming years is to increase the amount of waste we recycle. For instance, we intend to replace capsule coffee machines with latest generation models using ground coffee, which is then collected for compost. We have also just implemented a paper recycling policy with French recycling heavyweight Paprec group.

COMMITMENT No.3

SELECTING OUR SUPPLIERS

Our objectives

- To demand an eco-friendly commitment from all our suppliers.

In practice

- Printing services are carried out by green-certified companies.
- Our cleaning services companies use organic products.
- Hybrid taxis are preferred.

COMMITMENT No.4

PROMOTING ECO-FRIENDLY BEHAVIOURS

Our objectives

- To step up communication with Gide members.
- To develop new citizen actions.

In practice

- Book, clothing and toy drives are regularly organised for charity.
- Gide members are made aware of cost and CO₂ emission comparisons between transport means.

ALGIERS
BEIJING
BRUSSELS
BUDAPEST
CASABLANCA
HANOI
HO CHI MINH CITY
HONG KONG
ISTANBUL
KYIV
LONDON
MOSCOW
NEW YORK
PARIS
SHANGHAI
TUNIS
WARSAW



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