



THE MEANING OF OUR COMMITMENT

CSR report
2018 ♦ 2019

GIDE

GIDE LOYRETTE NOUËL



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We are pleased to share with you our 2018/2019 corporate social responsibility report, which reviews our actions to control our impact on the environment, our commitment to the public good and to the responsible management of human resources. 2018 saw our move to new headquarters in Paris in rue de Laborde, the culmination of two years of hard work to establish a workplace that respects the highest environmental standards. This corporate project means we can go one step further in our commitment to the environment.

Alongside this, pro bono activity is an essential component of our corporate responsibility as lawyers, and is the focus of a specific programme at the firm, both in Paris and our international offices. The increasing involvement of our lawyers and employees in this programme confirms that this is a profound commitment for those who take part. We are proud of this dynamic, which we hope will be even more uniting at the dawn of a new decade.

Lastly, we are continuing our long-term work on gender balance to reach our objective of 30% women partners by 2025. The current upward trend is encouraging, and we remain wholly committed to this issue. We are also emphasising well-being at work, by making available sports facilities and coaches, co-working spaces, areas to practise music, and more. See for yourself by reading these few pages!

Warm regards,

Xavier de Kergommeaux
Senior Partner
Stéphane Puel
Managing Partner

◆
550
lawyers
throughout the
world, including
nearly 100
partners

◆
Approximately
400
employees

◆
12
offices
in 11 countries



THE MEANING OF OUR SOCIAL RESPONSIBILITY

The very principles of our oath as lawyers inspired our social responsibility policy, which is at the heart of our strategy: dignity, conscience, independence, integrity and humanity.

ENVIRONMENT

- Energy consumption
- Consumption of raw materials

PRO BONO

- Access to education
- Access to law and justice
- Solidarity with those most in need

RESPONSIBLE EMPLOYER

- Diversity
- Well-being at work

Over 300T of paper and cardboard recycled by our Paris office since 2015

Over 10,000 pro bono hours completed since the official launch of our programme

€250,000 paid into the Gide Pro Bono endowment fund every year by all the partners of the firm

2018 Year the Diversity Charter was signed in France



NEW PREMISES TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

In October 2018, the 600 members of Gide in Paris moved into refurbished offices of nearly 19,000 sq.m. at 15 rue de Laborde in the heart of the city.

Consuming less energy and consumables

With certifications BREEAM “Very good”, HQE Renovation “Excellent”, HQE New “Excellent” and a High Energy Performance Label, these offices meet the environmental standards required by France’s roundtable on the environment (Grenelle de l’Environnement) and the Paris Climate Plan.

Materials were selected to reduce the spread of volatile components, and high-performance controls were installed to improve the energy consumption of the buildings, enabling the firm to go even further in its commitments to environmental responsibility.

When we moved into these premises, each member of the firm was given a reusable bottle and an insulated cup in order to help reduce the use of disposable cups for our (very) high consumption of water and coffee! The disposable cups available are now of the paper variety only, from certified forests, and recyclable. Filtered water is also available from all coffee points on each floor in order to limit the use of plastic water bottles.

Reconnecting the city to nature

With over 1,000 sq.m. of green spaces, including a 480-sq.m. central garden, planted terraces, a green roof terrace and a kitchen garden, greenery is no longer simply cosmetic. It provides comfort and thermal insulation, and improves local biodiversity; it also encourages meetings and physical exercise.

Freed from all technical equipment, Gide’s roof is home to a variety of herbs that require little water or maintenance, while improving biodiversity in the city and optimising rainwater management. Care of these plants is carried out by Topager, a company that specialises in urban agriculture.



Sorting and recycling

The spearhead of Gide’s environmental policy is naturally the collection, sorting and recycling of paper, identified as the raw material most used by our members and representing approximately 50% of the total waste produced by the firm. Our approach encourages the environmentally friendly behaviour of the firm’s members, with a waste-separation bin available in each office, and a paper collection basket available at each copy point. Since the launch of our paper and cardboard recycling policy in 2015, over 300 tonnes of paper have been recycled, with the objective of achieving a 100% collection rate for office paper waste.



We consider our social and environmental impact in each decision related to the management of our buildings. Whether in the fields of recycling, controlling energy consumption or our relationship with our service providers, our experience shows that a more virtuous operation often goes hand in hand with efficiency and savings.

Frédérique Misk-Malher
COO

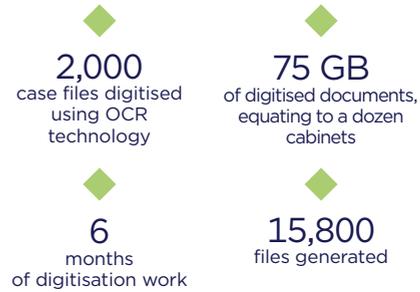


Environmentally responsible printing - our printing workshop meets the Imprim'Vert standard

Sorting and recycling is one thing, but limiting the use of paper right from the start is even better! Our printing workshop has been Imprim'Vert certified since January 2019. To this end, we put in place simple and easy-to-adopt practices to reduce paper consumption and prevent waste, such as default printing on both sides and the possibility of printing two pages on one. In addition, we use recycled or FSC-certified paper, do not use any toxic products, monitor the disposal of our hazardous waste, and regularly check the workshop's energy consumption.

A first step towards less paper

The move to our new premises was an excellent opportunity to sort through our archives, and to accelerate the process of digitising documents to our secure system. Several tonnes of archives were recycled, thereby freeing up space in the offices and basements of our new premises.



Interview with Nicolas Bel, Director of Topager



How did this trend in urban kitchen gardens come about?

N.B.: Rooftop kitchen gardens started flourishing in North America 8 years ago, born from a desire for ultra-short production circuits and seeing unused roof surfaces as a great opportunity. In Paris, we launched an experimental kitchen garden on the roof of AgorParisTech in partnership with the French national institute for agronomic research in 2013. The initiative has spread since then.

What type of vegetable garden did you set up for Gide?

N.B.: When we started this kitchen garden in September 2018, we focused on organic herbs such as chives, thyme, lavender, tarragon, and mint, with



a wide variety of species for each plant. For instance, we are growing four different types of mint. As all the produce of the garden is for consumption by the firm via its restaurant, our aim is to introduce Gide members to little-known plants, such as edible flowers as well as local and fragile plants. Our kitchen garden is also home to about ten varieties of unusual lettuces such as devil's ear, as well as soft fruit with, for instance, three varieties of raspberries with different maturing times

so that they can be on the menu for as long as possible.

How do you envision the urban kitchen garden of tomorrow?

N.B.: Urban agriculture takes many shapes. Rooftops can become home to both gastronomic kitchen gardens like the one at Gide, as well as shared gardens for inhabitants of residential buildings or office workers. We can even imagine allotment gardens on rooftops, with each household caring for its own plot!

What are your first impressions of the firm's garden?

N.B.: Very positive! The chef is satisfied with the quality and originality of the products, and we discuss together potential needs for recipes. It is still quite a new endeavour, and it is very interesting!

“A WONDERFUL INSTRUMENT OF SOCIAL COHESION”



Interview with partner **Carole Malinvaud**, chair of Gide's Pro Bono Commission.

What is pro bono for Gide?

◆ It is a wonderful instrument of social cohesion and an efficient framework that gives all Gide members the time and the means to commit to pro bono.

What is the Pro Bono Commission's role within the firm?

◆ Our Commission forms an integral part of the firm's governance, thereby reflecting our collective commitment to doing good. The Commission, now made up of 13 partners, meets once a month to decide on actions, monitor projects, and report back to all members of the firm.

On what criteria do you choose projects?

◆ Financially, the projects must meet one of the three guiding principles decided when we set up the Gide Pro Bono endowment fund: access to law and justice, access to education, and support to those most in need. We strive to select projects we can make a real difference to, and we therefore choose projects we can support over the long term, and projects to which we can also offer skills sponsorship. We look for projects and charities that are likely to resonate with all staff and lawyers, so that each and every one of us can take part and give some of our time if we so wish.

What are the highlights of these last two years?

◆ Our pro bono commitment is now well recognised within Gide. We have more volunteers and the allocated annual time credit of 40 hours is used by an increasing number of people. We have provided legal advice to a number of projects, in particular to mergers of NGOs. We are noticing that NGOs working in the same sector now tend to come together to pool their efforts and help as many people as possible. It is a really interesting trend. We have also increased our support to refugee aid associations, which we had been wanting to do for some time. Lastly, we are continuing to support “our” historical associations. For instance, we are offering legal advice to Plan International France on creating an alliance with other major international NGOs to raise funds quickly in emergency situations. We also donate funds - and skills locally - for the implementation of a project to provide vocational training to young migrant women in China.

What are your priorities for 2020?

◆ We want to keep our pro bono activity at the heart of the firm's culture and habits. It is essential that we continue to count on an increasing number of staff and lawyers, with regular influxes of new volunteers. We would like to develop and strengthen our actions abroad with our various international offices, and continue to focus in particular on social entrepreneurship, in line with what we are doing with Ardian Lab. Lastly, we are hoping to involve members of the firm in selecting one or more NGOs to ensure our teams gain further knowledge of our pro bono programme.

◆ **5,800 hours** of skills sponsorship these last two years

◆ **174** lawyers and employees involved in all pro bono initiatives of the firm these last two years

◆ **87** charities supported through skills sponsorship

◆ **5** solidarity events in which all firm members are invited to take part

“The law is, by definition, firmly anchored in society and it is our duty, as professional legal practitioners, to commit to pro bono work.”

Antoine Lelong
member of the Pro Bono Commission



LOOKING TOWARDS THE YOUNGER GENERATION

Gide partners charities that work to give the younger generation better access to education.

Gide supports **Article 1**, which organises the sponsorship by professionals of young scholarship students with high potential. Its objective is to leverage the talent of students by giving them access to tools, methods, professional networks, and the necessary confidence. The firm has about twenty Article 1 sponsors, and holds regular meetings to offer young lawyers in the making an insight into the legal profession, alongside sponsors of other companies. Article 1 is the result of a merger between Frateli, which we supported for several years, and Passeport Avenir France - a merger for which we provided essential legal support.



In the same spirit, Gide supports **Proximité**, which works in working-class neighbourhoods to encourage the educational and professional development of pupils and young adults. It offers individual mentoring by volunteers drawn from the working population. Since 2012, in addition to a financial donation, some ten employees and associates of the firm

have mentored young Proximité beneficiaries. Together, they organise a visit to the Paris courts every year for about twenty young people. We also provide valuable support to Proximité in the field of labour law.

Gide also supports **InitiaDROIT**, a French non-profit organisation working with the Justice and Education Ministries since 2008. This charity raises the awareness of pupils about the law, by sending volunteer lawyers into Civic Education classes to review real case studies in all fields of law, thus enabling students to identify with litigants and other participants in the legal process and to gain an understanding of legal reasoning and the rule of law. Several members of the firm regularly work in Paris schools under the aegis of this association. We also provide it with financial sponsorship to organise its impressive biennial national competition of young citizens.

Lastly, we support the **Apprentis d'Auteuil** foundation, which focuses on young people experiencing social difficulties. This support takes the form of skills sponsorship on legal issues, and financial support for a boarding school dedicated to 12-15-year-old boys facing serious social and educational difficulties. Over the past two years, the firm has organised a solidarity football tournament with the association, alongside teams from Apprentis d'Auteuil and other patrons.



I like to think that our work on study skills, among other things, helped her to pass the baccalaureate first time around!

I became involved with Proximité because I wanted to be able to help a student develop organisational skills in the management of his or her homework and lessons, teach revision skills, and help review the programme for the French baccalaureate.

I mentored Sarah in high school, up until the end of her first year at University. The most important year, without hesitation, was the year of the baccalaureate. It felt like I was passing it again myself!

I am still in contact with her to see how her studies are progressing, but above all, I have great memories of my weekly meetings with Sarah!

Élise Mignard
Associate



Beyond the thrill of transmitting knowledge, this sponsorship is fascinating for its intercultural discussions.

When I was a student, I formed the habit of getting involved with charities, especially those that benefited young people.

At the firm, it seemed harder to make a contribution to this type of activity. The firm's pro bono policy came at the right time, just when I was looking to regularly commit to a charity.

The lack of dialogue between privileged districts and the so-called "peripheral districts" seems to me, with decreasing social mobility, at the root of some of the tensions that divide our society. I therefore wanted to get involved with Proximité, as it strives to break down barriers and promote dialogue between the world of work and young people in outlying districts.

I chose to support a young adult on the firm's premises, and focus on teaching him French.

Marie-Hélène Bartoli
Associate



The advice I give to Proximité has led me to deal with both individual and collective employment relationships.

I started working with Proximité in my first year at Gide, in 2016, on a pro bono assignment that was an overall reflection on the changes in its labour obligations in the light of upcoming legislative reforms and the charity's growth prospects. A few years down the line, I am supporting Proximité on other labour issues, with just as much curiosity and enthusiasm. In particular, I had the chance to advise Proximité on whether it could control the wearing of religious symbols by employees and volunteers, both within the association and during trips to its partner schools and private companies, with regard to the legal framework on religious freedom in companies and public places. Such assignments are rare and very interesting!

Lisa Cheze-Dartencet
Associate



With Gide's help, Proximité has gradually taken on a national dimension and has become more professional.

Proximité works for the success of young people and the development of social cohesion, mainly in priority districts and among isolated young people. Gide and its pro bono programme have supported us for over eight years now, and this partnership is exceptional in its duration, scope and multiple dimensions. Beyond mentoring and the fantastic meetings it has facilitated, Gide has opened its doors and those of the Paris courts to our young charges, giving them the opportunity to discover different aspects of the legal profession and the legal world. Gide Pro Bono also provides us with an essential financial contribution as well as high-quality free legal assistance in employment law! Such trust, support and quality of communication are rare and valuable, and give an incredible boost to our projects for young people, always encouraging us to do more and better. Thank you!

Matthieu Lantier
Proximité Director

Pro Bono

FACILITATING ACCESS TO LAW AND JUSTICE

Law and justice are our firm's core area of expertise, and we are very pleased to be able to provide free legal advice to those people and organisations that may need it.

Gide is a member of the **Alliance of Lawyers for Human Rights (AADH)**, which offers neutral, free and confidential advice to bodies and NGOs dedicated to the protection of human rights and the environment. Some twenty Gide lawyers every year provide free legal advice to around ten NGOs via this organisation.

Similarly, the firm has been a member for a few years now of **Trustlaw**, a platform that matches NGOs with law firms active in pro bono that can provide free answers to these organisations. Gide is Trustlaw's main contact in France, and has already been able to support several projects.

Our skills sponsorship programme also extends internationally:

◆ In **Beijing**, our teams offered their expertise in employment law to the beneficiaries of a project we have been supporting financially in this city for several years now via **Plan International France**, i.e. a programme involving young migrants to Beijing in the care of elderly people. This programme has a three-fold objective: to train migrants, assist them in their professional integration, and reduce the high unemployment rate among young vulnerable people in the city.

◆ In **Brussels**, as well as regularly taking part in a race for **Missing Children Europe** and carrying out fundraising, our teams are involved in projects that require their legal skill, in particular in the field of European law. For instance, they helped **Toutes à l'École** raise funding from the European Union.

◆ In **London**, another office where pro bono is very much part of the national culture, our teams take part in several fundraising walks and races, and have offered unflin-

g support for several years now to **CLIC Sargent**, a leading UK cancer charity that provides moral, medical, financial and practical support to children going through cancer, along with their families. Several lawyers from that office have also chosen to get involved with the **Free Representation Unit**, which offers free legal advice to individuals in social security and employment tribunals. Lastly, Gide Paris and Gide London have recently committed to support **Singa**, a community-building network that brings together refugees, newcomers and locals through the things they're most passionate about, on its expansion to the UK.

◆ In **New York**, where the culture of pro bono is well established, our teams are active in a variety of fields, ranging from training African government representatives in international tax law, to helping youths from disadvantaged backgrounds to gain confidence in the art of public speaking, and even successfully defending an asylum case.

◆ In **Warsaw**, our teams have been working for several years now with **Habitat for Humanity**, the only charity in Poland that tackles housing issues. Given the high quality of the work provided by this NGO to help those most in need find decent accommodation, lawyers at Gide Warsaw were delighted to offer their support in tax, data protection and corporate law.



Toutes à l'école aims to provide girls in Cambodia with access to education. We became involved with the organisation in 2018 via its existing cooperation with the Paris office, in order to advise them on EU funding possibilities. Thus far, we have provided information on available grants from the Brussels-based EU DG for International Cooperation and Development, as well on the applicable procedure. [...]

Gide Brussels
Toutes à l'École



Our work with CLIC Sargent has been ongoing for several years now. We have held in-house training days for CLIC Sargent personnel and reviewed a wide range of contracts, mainly with commercial sponsors, on their behalf. Being part of a children's cancer charity is a huge privilege for us, and we are all personally committed to the cause. [...]

Gide London
CLIC Sargent



For nearly two years, I worked with a well-known legal aid organization in NY to represent a minor from Guatemala in an asylum case in the United States as an "unaccompanied minor" refugee escaping religious and other targeted gang persecution. The case was heard both in the NY immigration court and with the asylum office of NY. I was beyond thrilled when we received notification of asylum approval, particularly given the changing climate for refugees in the US. [...]

Vanessa Tollis, Gide New York
Asylum case



"I was solicited and retained as an International Tax Expert by the International Senior Lawyers' Project, a prestigious international pro bono legal organization that uses its network of internationally acclaimed experts in different areas of the law to promote capacity-building in the developing world, and to strengthen developing countries' legal structures and judicial systems. In 2018, I was invited to participate in a week-long training and conference in Kenya to high-level government officials in the areas of natural resources and taxation. [...]"

Zach Pougá, Gide New York
ISLP



In Warsaw, we were looking for an opportunity to support charitable activities. Habitat for Humanity is the only foundation in Poland active in the housing sector, and the decision to support it was therefore easy to take. Professionally, this pro bono work is an opportunity to gain knowledge of legal entities that are not commercially oriented. On a more personal level, getting involved in charity projects is very rewarding and is a chance to develop and expand our knowledge, applying it to an altogether different system. [...]"

Gide Warsaw
Habitat for Humanity

Read the interviews in full on
www.gide.com | CSR

SUPPORTING THOSE MOST IN NEED

Solidarity plays a central part in our firm's pro bono commitment, with support offered to many charities combating poverty and exclusion.

Gide's Pro Bono Commission has been committed to supporting a refugee aid project since the beginning of the migration crisis in Europe. In 2017, we met **Singa**, an international citizen movement that aims to create a link between refugees and citizens, to which we provided financial assistance and expertise, particularly in structuring and protecting their brand in France and elsewhere.

We also continued our partnership with **Habitat et Humanisme** in the Paris region, with in particular financial sponsorship for the development and furnishing of intergenerational shared accommodation in central Paris, an innovative response to the housing issues faced by single-parent families, student and elderly populations. By living together under the same roof, they can help each other.

Plan International France is one of our long-term beneficiaries, and we are currently supporting a project to train young migrants to Beijing in health and human service professions. The purpose of the programme is to improve the employability of these migrants and address the very real need for care for the elderly in the ageing country. Our teams in China are involved in providing employment law training sessions as part of this programme.

Gide also offers long-standing support to the **ATD Fourth World Movement**, in particular its programmes Travailler et Apprendre Ensemble (Working and Learning Together), Territoires Zéro Chômeurs de Longue Durée (Districts with No Long-Term Unemployment, DWNLU), and Droit à l'Emploi (Right to Work), which all aim to develop innovative ways to organise work so that everyone can bring their experience to the growth of a company and end long-term unemployment. As well as providing financial donations, Gide has repeatedly offered advice on ad hoc legal questions.



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The firm supports us in our digital transition

Guillaume Capelle
Singa

In 2018, Gide supported Singa France in its international development by producing a sub-licence to operate the brand in the new cities in which we are expanding. The firm also supported us in our digital transition by drafting the General Terms of Use and Privacy Policy for our new platform, which aims to connect local and refugee populations. We are very grateful for this because it was a huge project, made all the more complex with the application of new European standards!

“
We have helped Singa protect its brand as part of its fast international expansion

Julien David
Gide

Our meeting with Singa France came at the right time, when our firm had decided to dedicate part of its pro bono policy to refugee aid. We were quickly impressed by the innovative and ambitious nature of Singa's project to tackle one of the major challenges of our society, i.e. the welcome and integration of refugees. We were able to help Singa protect its brand name as part of its fast international expansion, and secure the legal aspects of using its new platform that aims to connect refugees with members of the local host society. The high point of our work together was the launch of the first version of the platform, which took place at the NGO's premises alongside the teams and the various stakeholders in the project.



“
We initially assisted the ATD Fourth World Movement on legally and fiscally structuring its “Districts with No Long-Term Unemployment” project

Romain d'Innocente
Gide

For two years now, I have been working on the “Districts with No Long-Term Unemployment” (DWNLU) project, which was initiated by ATD Fourth World. Under an experimental law of 29 February 2016, unanimously adopted by the French National Assembly and the Senate, part of all public funding dedicated to the long-term unemployed can now be redirected to “companies with a view to employment (entreprises à but d'emploi)” that are responsible for creating permanent jobs for those who have been unemployed for more than a year. We initially assisted the ATD Fourth World Movement on legally and fiscally structuring its DWNLU project, and have since then supported the Movement on specific legal issues related to the implementation of this project. This fascinating experience has enabled me to work on a variety of issues that I would not normally have encountered in my everyday activity, and to support those most in need.

BEING A RESPONSIBLE EMPLOYER

Our firm continues its ambitious social responsibility policy by fostering gender balance, working on diversity and improving the well-being of its teams.

Encouraging the promotion of women

For several years now, Gide has faced up to the real challenge of gender balance in the corporate and business world.

As well as upholding the principle of equal pay, the firm has put in place concrete provisions for the promotion of women, such as the roll-out of tools for the advancement of female talent, and the management of non-linear careers with a pro-rata system for hours worked to avoid penalising young parents in their career progression and to neutralise the effects of parental leave.

InspiringWomen@Gide

In order to provide the firm's women with networking opportunities, Gide has launched two key initiatives. The first, called 'InspiringWomen@Gide', is Gide's women's network whose primary action is a series of talks by well-known women to its female lawyers and their clients. These informal and inspiring women-only events are appreciated by both our clients and our lawyers. Gide also organises, on a regular basis, VIP events for its women lawyers and their clients. The second initiative focuses purely on Gide, and enables partners and associates to share experiences and career tips. Since the beginning of 2018, one lunch per month has been organised where all participants (eight associates, two partners) can freely talk about their career to-date and discuss their expectations. These lunches allow participants to get to know each other better, strengthen the links between the firm's women, and help provide solutions or identify support issues.

Promoting diversity

With 12 offices worldwide, 41 bars represented and 35 nationalities, Gide is fully aware of the importance of diversity in its constant quest for excellence. In signing the national Diversity Charter in 2018, Gide confirmed its commitment to combating all forms of discrimination and to implementing its global approach to diversity.

"Expect to be surprised"

This recruitment campaign aims to promote the diversity of our lawyers outside their professional environment. Eight lawyers took part in the campaign, agreeing to be the "face" of the firm.

The campaign highlights the firm's vibrant nature, embodied by the people who work there, in order to continue to attract the



In setting up InspiringWomen@Gide, we decided to focus on personal development topics that are far-removed from legal matters so that we could all enjoy an invigorating break in our everyday professional lives. It is always a great honour to welcome such inspiring women and listen to them talk about their career and topics of personal development. Florence Servan-Schreiber, Catherine Destivelle, Virginie Guyot, Muriel Hermine, and Mercedes Erra, to name but a few, were all hugely impressive, and enabled us to build up our relationships both among ourselves and with our clients.

Nadège Nguyen
Partner



best candidates, be they students or young lawyers. It received the 2018 **Prix Opera**, which rewards the year's best communication campaigns by law and accounting firms.

Bourse d'Excellence, Sciences Po

For over 10 years now, Gide and Sciences Po Paris have worked together to promote teaching innovations, equal opportunities, student diversity and excellence. Since 2008, Gide has offered a scholarship of €6,000 per year for two years and an internship for two students at the School of Law of Sciences Po, thus allowing them to fully focus on learning without having to seek a source of income. The award criteria take into account academic excellence and the student's financial resources, as well as presentation and communication skills.

Gide's Open Day

Proud of its new premises and aware that the new generations want to see the professional environment in which they could work, Gide launched its Open Day as a new way to meet law students at Master's level and those enrolled at the regional centre for the professional training of lawyers. This event provides an opportunity for first contact between recruiters and candidates, and gives candidates a real insight into life within our law firm.

For further information, please visit www.gide.com | Careers



This operation enabled us to attract the most talented individuals and answer students' questions, while offering them direct contact with our lawyers and a front-row view of our new premises. Compared with a more traditional recruitment forum, the number of successful meetings converted into internship offers is excellent! We are delighted with the success of this first event and are already working on the next edition.

Emmanuel Vital-Durand
Partner



Well-being at work

For several years now, Gide has been increasing its efforts to strengthen social links within, and between, its teams, through the organisation of sports events, its pro bono programme, and general get-togethers. These actions include, for instance, the “Broaden Your Horizons” cycle of conferences, where lawyers, employees and interns are all invited to listen to guest speakers on topics that are far removed from law, as well as themed food-related events at key times of the year.

Gide also knows how important group activities are to encourage cohesion and connections, and has decided to set up a Running Club that takes part in races, a gym with group classes, football and softball teams - and even a choir! Finally, more co-working spaces have been set up since our move to these new premises, as well as a company restaurant, which encourage people to work together, improve cohesion and increase communication opportunities.



Teleworking

Teleworking is a way of aligning the firm’s policies with the realities of a changing society, and meets a wish expressed by Gide’s members to enable a better work-life balance in favour of efficiency, all made possible thanks to new technologies.

It is now possible to work remotely one day a week for most employees, and on demand for lawyers.

Mentoring

Gide has set up a mentoring programme for its associates by the firm’s partners. This mentoring is carried out on a voluntary basis and across practice groups to foster dialogue and meetings between lawyers. The mentoring relationship is based on sharing experience, know-how and interpersonal skills, and aims to give new perspectives to associates.

Interview with **Emmanuel Vital-Durand**, Member of the Executive Committee, and **Amélie Pironneau**, Human Resources Director



What is the motivation for Gide’s CSR policy in terms of HR?

E.V.-D.: It is absolutely essential for the promotion of talent: our firm has a significant proportion of young lawyers, averaging around 36 years old. Yet, the expectations of these young professionals, of millennials, have changed radically in relation to those of the previous generations. They are now much more aware of CSR, and much more demanding as regards the professional environment they choose to work in. It is up to us to be in line with these changes.

What is your priority?

A.P.: One of our priorities is to promote diversity, and particularly gender balance. Our population of young lawyers is in line with the national average with a ratio of 60% women to 40% men. We must create the right conditions for more women to

reach partner status. So yes, it is a CSR issue, but it is above all a question of attracting the most talented individuals to our firm, as well as a business issue: corporate legal departments are increasingly including more women, and it is vital for us to be in step with what is happening in our client companies, and for our organisation to reflect society as a whole.

Give us a few examples of actions put in place recently for the responsible management of human resources at Gide.

A.P.: This year has been interesting in terms of the resources put in place to support the members of our firm. For instance, we drafted two versions of a Parenthood Guide, one applicable to employees and the other to lawyers, which reviews all the administrative procedures to be carried out, the rights of parents to be, and what Gide offers. We also

finalised a harassment and discrimination charter and put in place provisions for whistle-blowers. Lastly, with recent demonstrations in France sparked by a need for more purchasing power, we granted a “Macron bonus” in line with the provisions of Act no. 2018-1213. I would like to emphasise again our system of prorating working hours for lawyers on parental leave, so that they are not penalised in their career progression and in their remuneration. We have also organised more “feel-good” events, such as a gift collection for Love in a Box over the Christmas period, a book drive for RecycLivre ahead of our move to our new premises, wine and food tastings at key periods of the year, conferences open to all on non-legal topics, sports, and a choir - all of which are very successful.

What do you think of the progress so far?

E.V.-D.: In terms of gender balance, we have seen good progress, increasing from 10% to 20% women partners in just a few years. While there is still work to be done before we reach our goal of 30% women partners by 2025, this upward trend is encouraging; we now need to move up a gear. **A.P.:** 70% of our partners are former interns, which is interesting because it means that our lawyers are proud to be part of this firm. Although this figure is very good, we would like improve it further by setting up monitoring indicators and systematic feedback in the event of departure, to enable us to better retain our most talented individuals.



MERGER OF CHARITIES



The merger between Passeport Avenir and Frateli, charities that both worked towards creating equal opportunities for young people from disadvantaged backgrounds, officially created Article 1 on 1 January 2018. This would not have been possible without the pivotal contribution of Gide Pro Bono, which worked with us from the very beginning of the process and thanks to which we were able to complete the legal merger in an extremely short time, despite the novelty and complexity of the matter for us! Gide Pro Bono's involvement was extremely helpful on all the legal aspects of the merger, which included finalising the merger's major dates, ensuring regulatory compliance at all stages, points of vigilance, drafting documents for our directors, members and other stakeholders, etc. It was a real relief for us to be able to rely on a team whose responsiveness, thoroughness and technical knowledge allowed us to move forward in complete confidence. In the wake of the legal merger, Article 1 set up an internal agreement to conform the working practices of the two founding charities. Here again, the work would never have been possible without the support and skills of Gide Pro Bono, which can definitely claim it has been a major engineer in our merger!

Céline Thébaud

Deputy General Director, Article 1



We would like to express our warmest thanks to you. We relied entirely upon your expertise and constant support, and the merger was extraordinarily quick and smooth. Our two General Assemblies recognised the quality of the documents prepared. A special nod to Romain whose thoroughness, speed and attention to detail enabled us to move forward in complete confidence.

This is an important investment on your part, and we are fully aware of it. This was a high-profile merger, at least in the small world of the social and solidarity economy, and your name is associated with it.

Benjamin & Boris

Co-Presidents, Article 1



I worked on the merger between Frateli and Passeport Avenir that gave rise to Article 1. The new organisation works to build a society where career orientation, academic success and professional success do not depend on social, economic and cultural origins. I am particularly sensitive to the social inequalities and discrimination faced by young people from working-class backgrounds. The merger had a certain visibility among NGOs since it involved two major associations working towards a same purpose. A multidisciplinary team was involved on all legal and tax aspects of this operation. It was an exciting project in that we were in constant contact with the founders of Frateli and Passeport Avenir, and were able to take part in the establishment of a new major charity whose end purpose is to create more social mobility in our country.

Romain d'Innocente
Gide



My partner suggested that I work on this project after the merger of two associations, Passeport Avenir and Frateli, which gave rise to Article 1. My role was to support the management in drafting a collective agreement that best suited the needs of the new entity. I had experience in drafting collective agreements, but not for a non-profit organisation. I was in touch with the management team on an almost daily basis, and this very close contact enabled me to get to know the NGO better and to understand how this type of structure works. It was a very rewarding experience!

Johanna Francelle
Gide



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