

A photograph of several hands of different skin tones cupping a small green seedling in a black pot. The background is dark and out of focus. The text 'COMMUNICATION ON PROGRESS' is overlaid in white, bold, sans-serif font. A thin red horizontal line is positioned below the text.

COMMUNICATION ON PROGRESS

WARSAW, 19 OCTOBER 2022

קרק law
since 1990

Message from our leaders



This Communication on Progress highlights how we leverage our legal knowledge, expertise, our reach, and our relationships to support the Ten Principles.

Dear Sirs,

I am pleased to confirm that Peter Nielsen & Partners Law Office sp.k. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

This Communication on Progress highlights how we leverage our legal knowledge, expertise, our reach and our relationships to support the Ten Principles, the key tenets of which are reflected in PNP Law's strategy, and how we strive to live our values through our actions.

I am proud to submit this Communication on Progress for 2021–2022 and reconfirm our commitment to the Ten Principles.

Sincerely yours,



Dariusz Obrępalski
Managing Partner



ABOUT US

1. COMPANY'S PROFILE

Peter Nielsen & Partners Law Office was established in 1990 by Danish and Polish advocates, as one of the first international law firms on the Polish market.

During all these years, we have been successfully providing innovative and practical services to over one thousand foreign investors in Poland as well as companies from many other countries throughout the world. We have gained the opinion of a reliable business law adviser. Our firm is one of the co-founders of the Scandinavian-Polish Chamber of Commerce and the legal adviser to the Royal Danish Embassy in Poland. Our firm is an active member of international legal network Eurolegal and many international associations of professional lawyers, including AIJA and IBA.

Currently, our team (including our daughter company PNP Tax & Accounts) consists of approximately 30 persons, including 7 partners, senior and junior legal associates (most of us are admitted to the Chamber of Legal Advisers and the Chamber of Tax Advisors), as well as 2 sworn translators of the English language.

Our firm specialises in providing comprehensive legal assistance to economic entities with domestic and foreign capital participation.

2. PNP's COMMITMENT

In 2021, we confirmed our willingness to support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. Our intention was not only to implement those principles but also to make the UN Global Compact and its principles as a part of the strategy, culture and day-to-day operations of our company.

Responsible and sustainable business is our distinctive character and integral part of what we do and how we practice and live.



OUR VALUES

Respect

Nowadays, respect for other people means also respecting the natural environment, of which we are part. By respecting each other, our customers, adversaries in the court proceedings, and competitors, we also ensure that we are all able to live in a sustainable natural environment.

Transparency

To us transparency in business means straightforward cooperation rules, proceedings chances assessed in a fair manner, and clear relations with all stakeholders. Only transparent cooperation allows us for creating long-term, valuable business relations, to which we are committed.

Trust

We are all part of a community: a family, a company, or an international business community. But achieving specific aims together is not possible without a reciprocal trust. That is why, we constantly work on building trust among one another and in relations with our customers.

Harmony

We believe that harmony as well as friendly and fair working conditions which we create for our employees serve not only to improve their quality of life but also to benefit our customers' interests. This way, they acquire the best possible legal assistance in accordance with the above values of our law office.

Equality

We are different. Each one of us performs a different role and has different interests. Oftentimes, we differ also when it comes to our worldview. Yes, we are different, but at the same time equal. We all deserve equal respect and equal treatment. Irrespective of one's position in the company, religion, sex, or sexual identity.

If you would like to access more information about our firm, practices, and values, please visit our website: www.pnplaw.pl.



1. HUMAN RIGHTS

Assessment, policy and goals

PNP's goal is to ensure that our employees and all our business partners respect the Universal Declaration of Human Rights and environmental protection.

Implementation

Our actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations cover mainly our complimentary legal assistance and support to NGOs.

In October 2021, we hosted the free seminar for women concerning family law. Our experts Dorota Dąbrowska-Kobus and Marta Nowak presented such topics as marital property relations and provisions of inheritance law.

After Russia's invasion of Ukraine in February 2022, one of our lawyers offered free legal information and legal assistance to refugees from Ukraine to the territory of Poland, including: entering Poland and travel here, housing, work and study, social welfare in Poland. The assistance was provided as part of the #immigration4ukraine campaign.

Our team member – Marta Nowak is involved in work for *Radcowski Ośrodek Pomocy Pro Bono*, where she provides legal assistance to victims of bullying, stalking, people threatened with homelessness, legal assistance in family cases (alimony, childcare, establishing and denying paternity) and social care for refugees and immigrants.

Our lawyers Marta Nowak and Lech Gniady assisted a young woman free-of-charge in taking over from her mother with alcohol problems the care of her little sister.

Moreover, by helping war refugees from Ukraine, our Law Firm provided material assistance, assistance in completing administrative formalities, assistance in moving, assistance in looking for a job, etc. Our team member – Lech Gniady arranged for transport and assistance in the relocation of one of the Ukrainian families to Poland, shortly after Russia's invasion of Ukraine.

The same lawyer intervened with the Polish Ombudsman and in a press on depriving prisoners of the right to a fair trial by repeatedly moving them to another prison.

Our lawyers intervened with the Polish Ombudsman and prepared press articles on the amendment to the provisions of the administrative procedure, which deprived the possibility of recovering unlawfully nationalized property during the existence of the Polish People's Republic.

PNP Law regularly makes donations as part of the Szlachetna Paczka project, which aims to provide material and mental help to families and people in difficult life situations.

A significant group of our Law Firm's team members took part in Movember – the action for men's health awareness. They decided that for the month of November, they'd grow out their moustaches. The effect of this initiative was published on PNP's social media.

We took part in the program dedicated for Belarussian entrepreneurs, called Poland. Business Harbour, which aim was to help in relocation of their operations to Poland or starting new business in Poland.

We have published and actively informed all our suppliers, partners and employees of our commitment and encouraged them to commit as well.



Measurement of outcomes

Neither Peter Nielsen & Partners Law Office and nor any of our clients or team members have been the subject of investigations, legal cases, rulings, claims or any other incidents related to human rights violations.

We provided a wide range of pro bono support to several NGOs.

Movember actions encouraged some of our team members to make extra medical examinations.

We observed many initiatives were employee borne, e.g. instead of small gifts for female employees on international women's day, material gifts were given to Ukrainian refugees.



2. LABOUR

Assessment, policy and goals

Our special focus is on Principle 6: The elimination of discrimination in respect of employment and occupation. Besides it is our goal to have a high rate of employee satisfaction and low sickness absence.

Implementation

Peter Nielsen & Partners Law Office is committed to supporting the elimination of all forms of forced and compulsory labour. We condemn the use of unacceptable forms of child labour, and any kind of child exploitation worldwide.

We introduced the free yoga sessions for our employees. Twice per week our team members have excellent antidote to sitting at a desk all day. Yoga can reduce stress and tension as well as it helps to improve posture and flexibility.

Peter Nielsen & Partners Law Office provides lunch for employees at the office.

Under Covid-19 pandemic conditions, we have upgraded particular workplace conditions in order to keep our team members, clients and the people interacting with us in a safe manner, including remote and flexible working schemes, online meeting and working applications, gathering limitations and rules of hygiene.

Moreover we provided complimentary legal assistance and support to NGOs. Two of our lawyers, within the *Centrum Pro Bono* organization, provided free legal assistance regarding the lawful and in line with ethic termination of the employment relationship.

Measurement of outcomes

All work positions were equipped with necessary IT solutions, we introduced remote and flexible working schemes.

In 2021–2022, we have not faced any dispute, conflict or legal proceeding with regard to any employee of our team. On the contrary, cooperation, motivation and dedication within our team has notably enhanced.

Peter Nielsen & Partners Law Office helps young lawyers gain the education and practical experience they need to effectively serve their clients.

Our firm continues regular meetings between management and employee groups.



3. ENVIRONMENT

Assessment, policy and goals

We focus on all principles of the UN Global Compact:

- businesses should support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility; and
- encourage the development and diffusion of environmentally friendly technologies.

Our special goal in the last year was to reduce energy consumption and promote green transition.

Implementation

We understand the importance of active contribution to maintaining a balance in nature. Lately, we celebrated our 30th birthday by planting 30 oaks. We invited the forest chief inspector Mr Marek Dyśko to teach us how to correctly plant oaks, so that they would have the best opportunities to grow. Marek gladly agreed to share his knowledge with PNP employees.

We planted the oaks in the area of NAGÓRZYCE Forest Training Center.

The environmental impact of a smaller firm and our scope for reducing the carbon footprint is smaller in scale than in many other industries. Even so, we find that this is no excuse not to make an effort. Our firm implemented particular measures to ensure that we use resources and energy in an efficient manner, i.a.:

- implementing sustainable waste management practices across the firm in order to minimize the quantity of waste we produce and maximize the amount of waste we recycle,
- taking part in an initiative which is the program to promote green workplace behaviours, adopt best practices and leverage technologies to reduce energy consumption in the workplace,
- encouraging our team to have a strict shut down principle for lighting, computers, air conditioning and other energy consuming items, unless needed and used,
- using shared printers and devices in order to minimize our energy consumption.



As part of the activities of *Centrum Pro Bono*, one of our lawyers gave a free-of-charge legal opinion regarding the need to obtain a certificate for online retail sale of organic farming products.

Our lawyers: Marta Nowak, Mirosław Stefanik, and Paweł Nowak supported a non-profit organization Scandinavian-Polish Chamber of Commerce in the project *On the Green Way* which aim is to promote the green transformation in Poland. Especially this project focused on the implementation of the sustainable development strategy, indicated the supporting factors and barriers to green transformation from the point of view of Scandinavian business.

Measurement of outcomes

Peter Nielsen & Partners Law Office has never been the subject of investigations, legal cases, rulings, fines, or any other incidents related to environmental issues.

Our firm implemented annual examination of energy and water consumption.

We do not work with any client or supplier involved in production of energy from coal. One of our main competencies is energy and environmental law.

For the nearest future, our plan is still to actively inspire our team members with regard to environmental issues.

4. ANTI-CORRUPTION

Assessment, policy and goals

Businesses should work against corruption in all its forms, including extortion and bribery.

We are trusted legal advisers. Our reputation is based on the highest ethical, technical and quality standards. PNP lawyers adhere to the ethical standards of the legal profession without compromise. We are committed to working with transparency and independence in order to fulfil the role that has been bestowed upon us by the laws of our profession and by the ethic regulations of the National Chamber of Legal Advisers. We have an ethical duty to establish a client-lawyer relationship built on honesty, trust and respect. We only act in the best interests of our clients while keeping them informed about all matters related to their case and protecting the privacy of their information.

Implementation

We have taken the necessary measures to comply with the new rules on data protection that have been implemented by national laws and regional regulations. We also assist our clients in protecting the privacy of their employees and their customers by relying on extensive experience to offer practical solutions that are tailored to current regulatory standards.

As part of the activities of *Centrum Pro Bono*, one of our lawyers provided free legal explanations regarding the legal support for a cultural organization.

Measurement of outcomes

Neither Peter Nielsen & Partners Law Office and nor any of our team members have been the subject of investigations, legal cases, rulings or any other incidents related to violations of business ethics or any kind of corruption.

We have enhanced awareness and caution of our lawyers regarding anti-corruption.

Peter Nielsen & Partners Law Office has decided to audit its account despite of lack of such legal obligation for this size of units.

We have not worked with any client or supplier involved in any kind of corruption issue or fallen into disrepute.



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