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# Sustainability Report 2019



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Our goal is to create good and sustainable conditions for companies and individuals while preserving responsible business and creating lasting commercial and social benefit.

VINGE

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# Integrating responsible business throughout the value chain

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In its role as a commercial law adviser, Vinge occupies a prominent position both in the business community and society at large. The aim of our sustainability work is to create good and sustainable conditions for companies and individuals while preserving responsible business and lasting commercial and social benefit.

For Vinge, pursuing responsible and sustainable enterprise means acting ethically, encouraging good stakeholder relations, acting as a responsible employer and contributing to a well-functioning society. We believe that this provides long-term business and social benefit that affects both the organisation and individuals.

Vinge's sustainability work is grounded in our business – to provide legal advice of the highest quality to

our clients. Accordingly, it is critical that we train and promote the development of our colleagues in relation to sustainability issues and thereby integrate a sustainability perspective into the advice provided by Vinge. This also allows Vinge to address a broader spectrum of risks and, furthermore, manage risks associated with our suppliers from a sustainability perspective.

Our sustainability work is based on internationally accepted standards for responsible enterprise. Since 2018, we have been a member of the UN Global Compact and otherwise comply with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the European Convention on Human Rights as well as other relevant legal frameworks.

# Vinge's sustainability work in practice

We take into account the 2030 Agenda and the UN's Sustainable Development Goals in our advisory role and strategic sustainability work. All of the 17 Sustainable Development Goals can be relevant in relation to our advice and in our internal sustainability work. However, on the basis of our own operations, we have identified the following goals where we consider that we have the greatest influence:

- **Goal 3 Good health and well-being:** We focus on providing a good work environment and endeavour to ensure that our employees have good health and well-being. The issue concerning health is focused on our systematic work environment efforts in consultation with our safety representatives at Vinge's offices and we regularly work with activities and efforts which promote health.
- **Goal 5 Gender equality:** For us, it is self-evident that everyone is given the same conditions to succeed and be successful in their work and we thus conduct active gender equality work. We endeavour to achieve an even distribution of gender equality within all practice groups, project groups and other forms of co-operation and we have a stated objective to increase the number of female partners.
- **Goal 8 Decent work and economic growth:** We strive to ensure that our employees have good employment terms and conditions and create the preconditions for a good work environment where the employees can develop on the basis of their individual circumstances.
- **Goal 13 Climate action:** We strive to reduce our negative impact on the environment and focus our environmental and climate work on the supply chain and on the goods and services that we purchase, the transportation of these goods, business trips by our employees and how we utilise our business premises, which are the areas where we consider that we have the greatest influence.
- **Goal 16 Peace, justice and strong institutions:** Through our operations we work in order to promote legal security. During 2019, we have further strengthened the practice group Corporate Crime & Compliance which advises on, among other things, anti-corruption and internal investigations in order to satisfy the increasing demand for advice within these areas.
- **Goal 17 Global partnership:** We co-operate with other actors regarding, among other things, exchange

of knowledge, which facilitates the implementation of the UN's global Sustainable Development Goals. Our societal commitment is based upon co-operations where we consider, in light of our competence and expertise, that we can contribute to the growth and development of society, organisations and individuals.

Our Code of Conduct summarises the ethical principles applicable to all of our employees. In order to clarify certain aspects of the Code of Conduct, we have adopted specific policies and procedures in various business functions.

Our sustainability work is divided into three focus areas which reflect our principal impacts. Our focus areas are:

- (1) **advising clients**
- (2) **internal sustainability work**
- (3) **social responsibility**

When providing advice, we integrate issues linked to human rights, working conditions, the environment and climate as well as anti-corruption. In this way we can offer a broader perspective to our clients and thereby minimise the risks associated with their business operations. We also strive to ensure that our advice does not negatively affect people or the environment.

Internally, we focus our sustainability work on employees, business ethics, regulatory compliance as well as on the environment. In order to be a long-term partner for our clients, in addition to us being a leading business law firm, we create the conditions for a sound work environment where our employees can develop based on their individual circumstances. We also need to take into account the environmental impact of our offices, in conjunction with travel as well as in conjunction with purchasing. Vinge does so while maintaining the highest standards of business ethics.

Our social commitment involves co-operative efforts in which we can contribute our skills and expertise to the growth and development of society, organisations and individuals.

In order to acquire a greater understanding of our associates' and clients' priorities as regards sustainability, we will have a dialogue concerning which issues within the area of sustainability which we consider to be the most important in order to adapt our internal sustainability work and our advice in accordance with these priorities.

*” As a member of the UN Global Compact, we are committed to complying with our obligations in relation to these principles and see a positive way forward in our sustainability work.*

# A word from the Managing Partner

At Vinge, we regard responsible enterprise as a prerequisite to achieving long-term success and in order to be able to give our clients a first-class level of service. Accordingly, for us at Vinge, acting responsibly, ethically and being a role model involves adopting a holistic approach in our operations and advisory activities.

In order to achieve a greater degree of influence, we place considerable focus on building and implementing working processes which promote the sustainability perspective in several parts of our operations – both in relation to our advice and our internal work.

In furtherance thereof, we have formed an internal steering group with the task of actively conducting Vinge's sustainability work. This increases our possibilities to make proactive efforts both in relation to our employees, human rights, the environment and climate as well as business ethics.



At Vinge, we view it as strategically important to train and develop our employees in relation to sustainability issues. This also gives us the possibility to integrate a sustainability perspective into our advice. Our decision to further strengthen our internal training function within sustainability issues is a part of this work.

A handwritten signature in green ink, appearing to read 'M. Hope'.

Maria-Pia Hope  
Managing Partner

One process which we view as particularly significant is the establishment of Vinge Pulse – our employee survey where we actively follow our most important resource, i.e. our employees. A genuine commitment from our employees is an important issue in order for us to be able to provide advice of the highest quality.

During the year, we have also updated our environmental policy and implemented a new Code of Conduct for suppliers, both of which have clarified and strengthened our position in this respect.

As a member of the UN Global Compact, we are committed to complying with our obligations in relation to these principles and see a positive way forward in our sustainability work in accordance with the UN's Sustainable Development Goals.

This sustainability report is our Communication on Progress.

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# Advising clients

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Our advice is based on both regulatory and international regimes such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, the European Convention on Human Rights as well as other relevant legal frameworks. We assist clients by providing regular, tailor-made advice on matters pertaining to sustainability, the identification of sustainability risks in transactions and investigations and crisis management.

For Vinge, it is essential that we integrate the sustainability perspective into our advice in every business area. We help clients manage risks linked to sustainability and to take responsibility in relation to these issues. As a part of this trend, Vinge has also strengthened the expert practice group, Corporate Crime & Compliance, consisting of experts from, among other things, anti corruption, criminal law and internal investigations, and strengthened the inter office co operations in relation to compliance issues.

## Steering documents

Vinge's Code of Conduct for employees is the main steering document that addresses our responsibilities and working methods. Issues concerning human rights are also addressed in the Code of Conduct for suppliers. In addition to the Code of Conduct, we also work on the basis of the *IBA Practical Guide on Business and Human Rights for Business Lawyers* and the Swedish Bar Association's recommendations on implementing the UN Guiding Principles on Business and Human Rights, which are based upon the guidelines issued by the IBA (International Bar Association).

## Identified risks

The risks associated with providing advice can involve the full spectrum of sustainability issues. It is thus essential to integrate the sustainability perspective in our advice. The risks can be very different depending on the industry, country of operation and the complexity of the client's operations. We have a responsibility to ensure that the client is aware of the potential risks and to propose solutions for counteracting any negative impact on people and the environment.

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*”For Vinge, it is essential that we integrate the sustainability perspective into our advice in every business area.*

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**Measures implemented during the year and results**

During 2019, we have further strengthened the practice group Corporate Crime & Compliance which, among other things, works in relation to anti-corruption and internal investigations in order to meet the growing demand for services in these areas. As a part of integrating these aspects into all business areas, this practice group works in close co-operation with other practice groups at the firm and the inter-office co-operation regarding compliance issues has been strengthened during the year. During the year we have also participated in the UN Forum on Business and Human Rights in Geneva in order to monitor developments in relation to business and human rights. Vinge’s Code of Conduct has been implemented internally through various forms of internal training.

**Objectives for the coming year**

During 2020, we will integrate issues concerning human rights and labour rights, anti-corruption and other sustainability issues in our advice to clients within various legal areas, not least in order to comply with the guiding rules and the Code of Conduct of the Swedish Bar Association to the requisite extent. In order to be able to integrate sustainability issues into our advice, it is often relevant to conduct a dialogue with our clients on priorities within the sustainability area. Accordingly, internal training concerning the UN Guiding Principles for Business and Human Rights and other relevant legal frameworks will be held for all practice groups on the basis of the issues which are relevant within the scope of Vinge’s advisory services. During the year, we will offer training regarding the Code of Conduct in order to emphasise the continuing importance thereof.

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# Internal sustainability work

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## **Our employees**

Our approximately 450 employees constitute the basis for Vinge's development and success. A high level of expertise and genuine commitment on the part of our employees are essential to our success in providing advice of the highest quality to our clients. Our method of working by attracting, developing and engaging our talented individuals is thus constantly in focus with us, as well as our work in creating equal conditions for our employees to perform to their full potential.

In order to obtain a more detailed picture of what our employees value in their work situation, as well as how they experience their working day and their possibilities at Vinge, during 2019 we introduced a new form of regular employee surveys. Through Vinge Pulse, which we have chosen to call the tool, all managers regularly receive a view of their employees experience of the work environment, their health, commitment, loyalty and leadership. The results of these surveys are transparent, and each employee has access to his or her practice group's results. The underlying notion in relation to Vinge Pulse is that issues which relate to the employee's own work situation are followed in real time in order to be able to act proactively and together. Each survey is followed up within the individual practice group and joint measures are produced based on the group's results. The inter-office result is followed up and measured centrally in Vinge's management group.

We have noted that we have good results in areas such as work environment, commitment, loyalty and leadership, but we also see room for improvement in relation to the area of health.

## **An equal opportunities workplace free from discrimination**

We believe in a workplace where each and every person has the possibility to reach their full potential. We view differences as an asset which we can benefit from in our business and in meetings with our clients.

At Vinge:

- the operations shall be free from discrimination
- all employees shall have equal rights and opportunities in relation to their work and development possibilities
- in 2020, 50% of all elected partners over the last five years shall be women
- no one shall feel discriminated against on the basis of any of the discrimination grounds
- no one shall feel harassed or bullied at the workplace in any form whatsoever
- no one shall feel discriminated against in the recruitment process or in conjunction with appointments relating to service functions and positions, irrespective of whether this constitutes an internal or external recruitment

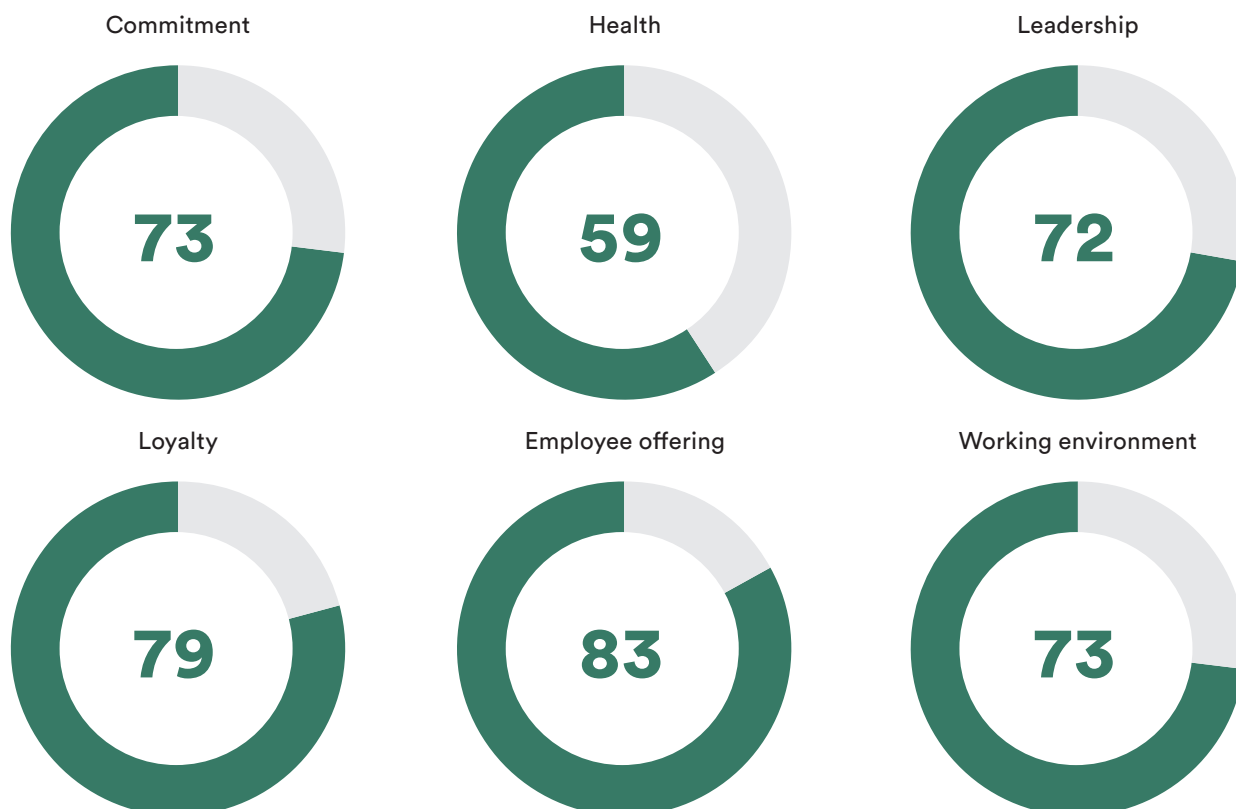


- differences in salary or employment terms and conditions which are based on any of the discrimination grounds shall not exist

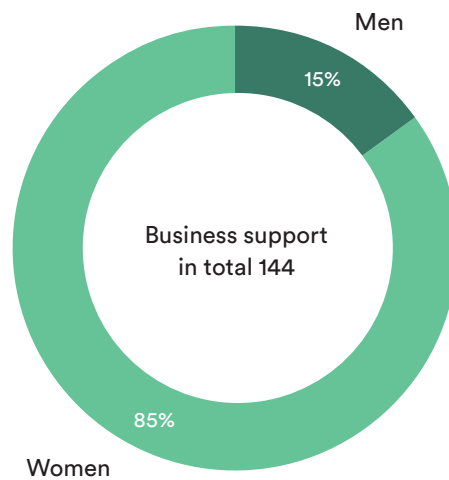
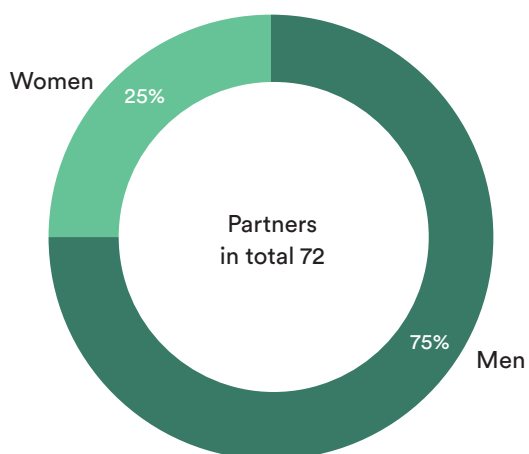
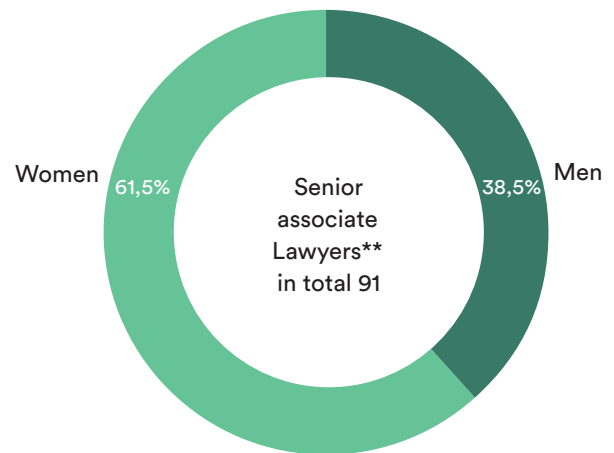
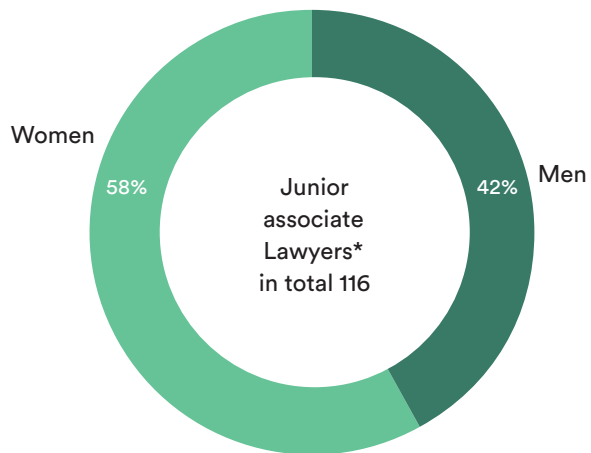
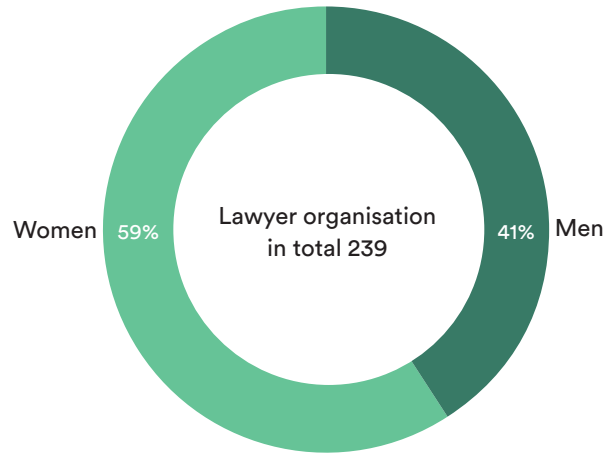
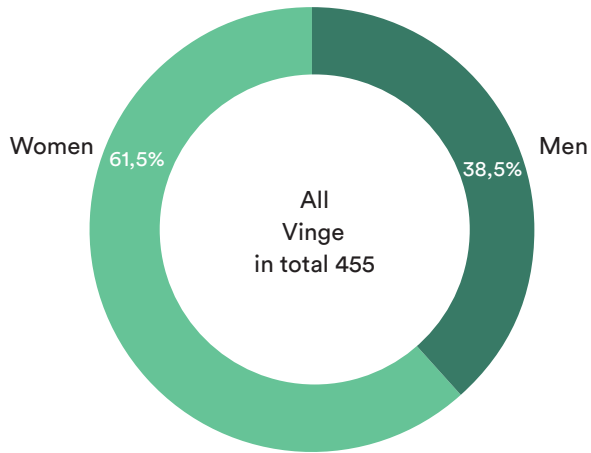
The aforementioned objectives are followed up by us regularly in our Vinge Pulse, our annual salary review as well as in the internal operation forum, consisting of employees from different parts of the organisation. Among other things, we have a co-ordination group where we identify and discuss risks in our operations as well as agree upon what active measures need to be taken in order to reduce risks of discrimination and to promote diversity and equal opportunities at the workplace. Our active measures are documented annually in our *Policy and Plan for Equal Opportunities* which is communicated to the entire firm via our intranet and which is also available in its entirety to all employees. In addition to the co-ordination group, we also have reference groups within both the lawyers' organisation and the business support organisation where we regularly raise issues connected to gender equality and equal opportunities.

In 2019, we won for the seventh year in a row the award European Women in Business Law Awards as the firm in Sweden which has succeeded best in its equal opportunities work. For us, it is quite self-evident that everyone is given ideal opportunities to succeed and be successful in their work. All things being equal, we strive for a gender balance in each practice group, project groups and other forms of co-operation. This is also reflected in our management positions and executive bodies. The composition of our board of directors is three women and six men. In the management group, the distribution is four women and five men. Of our three local managing partners, two are women and one is a man. While we note that we have a relatively even gender distribution at every level among our associates, the majority at the partner level consists of men. Accordingly, we have a specific goal of increasing the percentage of female partners and our target is that 50 per cent of the newly elected partners during the period 2015 – 2020 will be women. To date, the figure for the period is 41 per cent women and 59 per cent men.

### VingePuls results 2019



**Gender distribution, women and men:**



\* new employees, junior associate, associate

\*\* senior associate, manager, senior manager

In our effort to maintain an organisation characterised by diversity and gender equality, we always take into account the demography of the group when recruiting. In those cases where we have an uneven distribution in terms of age, background, experience, personality or gender, we strive to identify candidates who can contribute to a greater diversity to the organisation. If we have several candidates for a position, we will choose the candidate who contributes to our diversity, all other qualifications being equal.

### Health and work-life balance

The role of a consultant occasionally entails a high tempo and delivery requirements with short deadlines, something which can entail a risk from a health perspective if it results in stress or lack of time to recover. It is thus of the utmost importance that a person's workload and working hours are monitored and that measures are taken when necessary. Accordingly, we monitor the workload on a weekly basis, and someone is designated in each practice group who bears responsibility for allocating work and establishing work teams on the basis of staff availability. This prevents uneven workloads due to the fact that we can follow up to ensure that colleagues have the resources required in the form of support, time and expertise. Flexible working hours and modern, high-quality technology and tools that enable flexible working allow our employees to exercise greater influence over their own work situation. It is equally important that our managers serve as good role models and support the employees in creating a sustainable working life.

As a result of the fact that we follow up our employees' experience of health, stress and workload through Vinge Pulse, we also have better opportunities to quickly identify signals concerning any injurious circumstances and

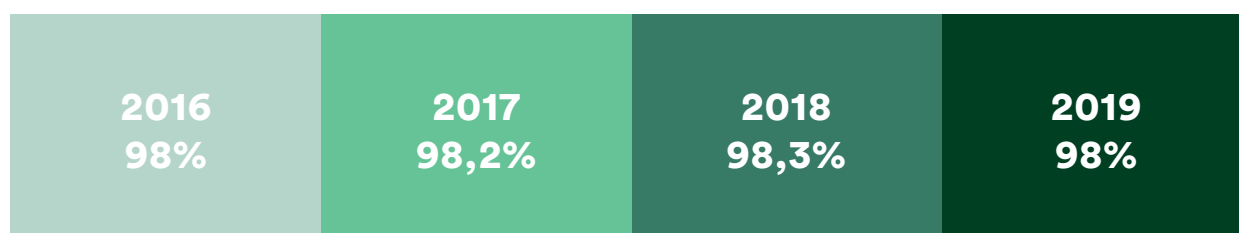
take measures. In the practice groups where we have seen a decreased outcome in relation to health-related issues, the issues have been discussed within the group common measures have been developed. Examples of measures which have been implemented have been to clarify how and when communications by email shall occur within the group, expectations of availability outside working hours and presence at the office. The health issue is also the focus of our systematic work environment work in consultation with our safety representatives at Vinge's offices and we regularly provide health-promoting activities and events.

During 2019, together with our co-operating partner the Swedish Olympic Committee, we have created an overall concept in order to promote health, well-being and solidarity for all of our employees. The concept, which encourages both the physical and mental health, is called Vinge Strong. The contribution includes a varied range of sporting and health initiatives which have been made available to all employees, irrespective of their personal circumstances. In addition to this, our employees are offered health contributions, subsidised massage as well as regular health checks where both their physical and psychological health are measured and quantified. Our health checks are performed via our corporate health-care provider with which we have a close co-operation and the possibility, where required, to engage expertise within the area of rehabilitation and health. All of our employees are also offered voluntary health insurance which provides access to healthcare, conversational therapy and rehabilitation.

### A learning organisation

A high level of competence and good preconditions for providing services and advice of the highest quality are decisive for our operations. All employees are accord-

#### Attendance %



ingly afforded opportunities for skills development, not least through our own Vinge Academy, our internal training function for all employees. During the year, we have employed a Learning and Development Manager in order to further strengthen our internal professional training and work in relation to strategic and continuous learning. In order to strengthen the function, a Learning and Development Co-ordinator has also been employed at the beginning of 2020. The academy's content and form are under further development and 2020 will see the introduction of further internal training and programmes. New formats for learning have begun to be implemented and digitalised possibilities have been investigated.

In addition to the internal training programmes there are also ideal opportunities to participate in external training and conferences, both nationally and internationally.

The specific individual competence requirements are identified in conjunction with performance and follow-up reviews which occur on a six-monthly basis between the manager and employee in question.

By way of supplement to traditional training, our employees are also offered the opportunity to participate in an internal rotation programme, a programme for foreign secondments as well as secondments at our clients, which leads to valuable experiences that broaden perspectives and provide new knowledge.

Access to our colleagues' expertise and the possibility of learning from each other remains the greatest source of knowledge. Noteworthy examples of the opportunities for knowledge exchange include mentorships, internal seminars, workshops as well as inter-office practice groups and expert practice groups. Our employees also have the possibility to enhance their competence by being given extensive responsibility at an early stage for both client work and the supervision of more junior colleagues.

### **Attractive employer**

Attracting talent and keeping the best employees continue to have a high priority in our business plan for long-term profitability and sustainable operations that meet our established, high quality standards. Today's efforts to acquire talent is palpable. During 2019, we succeeded well in our efforts to cultivate relationships with stu-

dents at the universities with which we co-operate. As a result, we were placed in first place in Prospera's annual survey among law students. We actively strive to establish contacts with law students early on and to display our practice and our employees. Through Vinge Week, our student network Vinge Talent, lectures, work experience days and various co-operative arrangements with student associations, we create many opportunities for contacts with students. In addition, we offer extra work in our talent pool, student thesis clerkships and a summer internship programme. During the summer months of 2019, we had a total of 35 summer interns at our various offices, several of whom have thereafter already been employed to start during 2020.

During 2019 we have continued our efforts to strengthen our employee offering by clarifying our identity, our culture and what distinguishes us as an employer. We have further developed a concept for law students, which is one of our primary candidate groups, in order to identify the core of our employer brand – the possibility to be yourself, the possibility to develop and the possibility to influence your work. The initiative, which was introduced at the beginning of 2019, and which entails that the most recent employee has a seat at a management group meeting will continue since it is appreciated by both our management group and our new employees. The possibility for our new employees to meet key persons, obtain an insight into strategic discussions which are undertaken and the possibility for our management to acquire the perspective of our new employees, means that the arrangement acts as a source of mutual exchange of information and strengthens innovation and transparency where our strategic decisions are taken.

The fact that organisations with committed employees have higher profitability, better productivity and more satisfied customers is well known. If we manage to maintain a long-term high commitment of our employees who enjoy their work, develop and contribute to the success of the firm, then we will succeed in our business. We have therefore chosen to place commitment in focus for our internal sustainability work, something which is regularly measured in our Vinge Pulse surveys. From an already high level of index 73, the aim for 2020 is to reach the index 75. In order to fulfil this, it is of the utmost importance that our managers continue to deliver, and through their leadership support, our employer brand.

During 2019 we have thus maintained leadership training for our managers within both the legal and business support organisation in order to afford the opportunity for additional competence in how the leadership can strengthen and support our employee offering. In our new Vinge Pulse survey, we also follow up on how well we deliver our employee offering and note that our employees confirm that our employee offering is both a true and palpable factor in day-to-day-work. In relation to those issues which relate to the core of our offering, we also see high values.

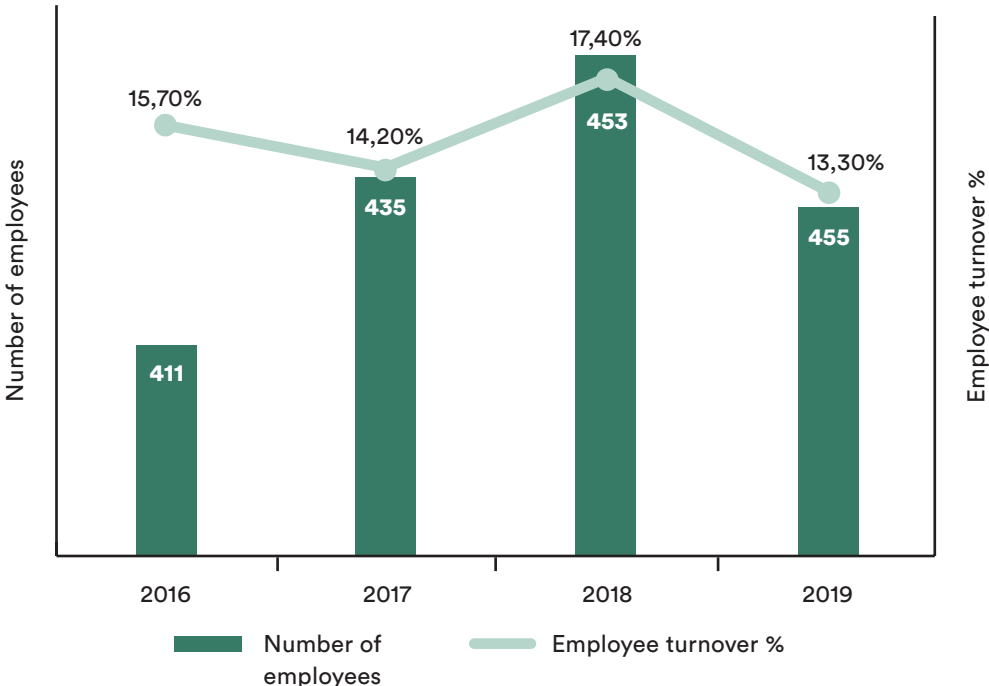
On 31 December 2019 we were a total of 455 employees at Vinge (this figure does not include hourly employed, interns, fixed-term employees or consultants). Employee turnover during the year was 13.3 per cent, lower than 2018 as well as 2017 in parallel with that we have experienced growth. In our business, the majority of the new employees are recent university graduates. For us, a degree of employee turnover is natural in light of the fact that some will choose to start careers with us only to move on. Others choose a long or even their entire career with us. To have commenced your career at Vinge is used and viewed as a merit in the industry and we often maintain contacts with our alumnae. On many occasions, in

their new positions they also become our clients. As a means of keeping in contact with our alumnae as well as to highlight Vinge as the starting point of an exciting career outside the firm, we have also offered a number of alumnae the opportunity to come and talk about their journey from Vinge and beyond into enterprise during the course of 2019. We are just as proud of those lawyers who are trained by us but chose other routes as we are of those employees who choose to stay with us.

**Suppliers**

The primary sustainability risks in our supply chain concern both human rights and working conditions, as well as the environment and corruption. In terms of human rights and working conditions, the risks are the greatest in the supply chain of goods such as IT equipment, food, office furniture and office supplies, as well as in the provision of services such as maintenance of the premises and dry cleaning. The greatest environmental impact is from suppliers of the aforementioned goods as well as travel and transport service suppliers. During the year, we have introduced a new Code of Conduct for suppliers which clarifies the sustainability requirements that we impose, and we have performed an internal mapping of our supply chains to identify where we should focus our attention in terms of follow-up and dialogue. In addition, we will develop procedures and processes for the evaluation of suppliers.

**Employee turnover**



# Environment and climate

## Steering documents

We have continued our focus on environmental and climate work on the areas in which we have the greatest impact, i.e. the supply chain of the goods and services we buy, transportation of these goods, employee business travel, and how we use our offices. This is described in more detail in our Environmental Policy which was updated during 2019.

## Identified risks

There is a risk that transportation and couriers and goods and services will have a negative impact on the climate and environment. We thus endeavour to choose suppliers with an express and demonstrated focus on environmental issues. In conjunction with the design and management of our business premises, risks can arise connected to the purchase of fittings, the choice of energy sources as well as steering and operation of the premises. In addition, it is essential that we plan and manage our recycling and waste and ensure that we reduce the latter. As a result of the refurbishment of our Stockholm office, we are working systematically with a thoroughly studied process in order to ensure that we choose materials which satisfy the highest possible environmental certification.

## Measures implemented during the year and results

We have continued the hunt for alternatives to vehicle-bound business travel within our surrounding area. Thus, we have entered into an agreement with a supplier for electricity-driven shorter taxi journeys and purchased electric bicycles. We have also updated our customers profile with the traditional taxi companies in order to primarily choose electricity-driven cars, whenever possible. In connection with our messenger firms, we have also achieved 65 per cent electricity-driven or fossil-fuel free vehicles of 75 per cent climate-neutral messenger deliveries from our offices. We have also co-ordinated the loading of good deliveries to the offices, whenever possible. We focus on increased recycling and during the year we have increased the number fractions in our offices as well as further strengthened our purchase of recyclable articles as well as disposable items.

## Objectives for the coming year

In the selection of transportation and courier services to and from the offices, we shall, to the extent possible, choose the best alternative based on environmental considerations. Our objective is that 75 per cent of messenger deliveries from us will occur by means of electric-powered or fuel-free alternatives, as well as that 90 per cent shall be climate-neutral.

When booking business travel, environmental considerations shall be factored into the selection of the most suitable means of travel on each occasion. Our objective is that during the year we will procure an intra-group booking system and, through communicated policies and a systemised booking of climate-compensated air travel, to thereby reduce our environmental footprint to a greater extent. A continued and increased emphasis on sorting and recycling of waste will result in alternative choices in respect of waste receptacles, purchases of recyclable articles or biodegradable single-use items. We will continue to inform and encourage our employees to use all recycle fractions in our areas and require our property owners to handle all recycling of corresponding fractions. In conjunction with future procurements and purchase of fittings, we will endeavour to ensure that 75 per cent of all office furniture shall fulfil an Environmental Marking as well as 50 per cent of the remaining fittings. In those cases where it is possible, we prioritise furniture which has been produced from recycled material. We work on continuously rendering more effective our energy use at the same time as we are steering towards renewable sources. Our objective is to only use electricity from renewable energy sources not later than 2025. In order to reach this objective, we impose requirements on our suppliers in conjunction with procurements in order to ensure a Good Environmental Choice. Our objective for 2020 is to reduce the use of energy in our offices by 15 per cent.

The consumption of food affects the climate and we evaluate and constantly improve our own consumption of foodstuffs in order to reduce our negative environmental impact. In our catering and restaurant operations, the objective is to climate-adapt our menus, among other things, by choosing locally produced or vegetarian alternatives as often as possible. We also endeavour to ensure that any excess food is given to others and is not thrown away.

# Business ethics

Business ethics are principally concerned with regulatory compliance. Accordingly, we have systematically worked for many years to ensure that we adhere to rules applicable to Vinge. This primarily involves continuously informing and training employees and implementing procedures and processes to limit the risks of participating in undesirable actions, operations or transactions.

We encourage our employees to report violations or suspected violations. We give reminders at regular intervals concerning how this can be reported through our whistle-blower system, which allows the person who is submitting the report to remain anonymous. No incidents have been reported via the system since it was introduced in 2017.

## Steering documents

Vinge's business ethics steering documents consist of both external regulations such as the *Swedish Bar Association's Code of Conduct* and the *Swedish Anti-Corruption Institute's Enterprise Code (Code on Gifts, Rewards and other Benefits in Business)* as well as multiple internal policies and guidelines. Examples of internal policies and guidelines include our Code of Conduct, ethical guidelines, rules for trading in shares and other financial instruments, guidelines for combating money laundering, financing of terrorism and corruption, the information security policy and guidelines for handling personal data.

## Identified risks

Money laundering, financing of terrorism, circumvention of international sanctions and corruption are all forms of conduct which undermine sustainability, both within the social and the environmental areas. If we at Vinge fail in our attempts to counteract such conduct, then at the same time we contribute to human rights not being maintained and that our environment and our climate are negatively affected.

## Measures implemented during the year and results

During the year, we have updated our general risk assessment as regards the risk of Vinge being used for money laundering and financing of terrorism. Our employees have been trained in order to identify the risks through a series of short internet-based lectures.

In addition, we have revised our guidelines governing the measures that we take in order to counteract money laundering and financing of terrorism in our operations. This is primarily as a result of legislative amendments.

We have also commenced work in relation to producing a new course on money laundering and financing of terrorism, which is intended to replace the courses on the subject which we use today.

## Objectives for the coming year

During 2020, we will review our guidelines in order to ensure that we comply with the *Swedish Anti-Corruption Institute's Enterprise Code*.

In accordance with our stated ambition in relation to the last year, we have evaluated and found an electronic tool which would have the potential to render our internal data protection work more effective and help us to maintain good data protection procedures. Accordingly, the objective during 2020 is to continue the work in identifying a tool which is suitable for our specific needs and, if possible, to implement this.

During 2020, we have the ambition of launching courses in anti-corruption and GDPR.

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# Social responsibility

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Vinge advises clients in achieving successful transactions. We also assist socially beneficial organisations achieve their goals. Our desire to contribute to a better society explains why we have contributed our knowledge to a number of different initiatives in order to support and develop organisations that steer society in a positive direction.

We thus co-operate with chosen actors in order to make a difference and to improve matters for both individuals, enterprises and society. We do this by sharing knowledge, supporting social entrepreneurship and endeavouring to ensure development of organisations and people.

We have chosen to divide our social involvement into three main areas: society as a whole, enterprises and individuals. We are involved in social issues such as education and knowledge exchange, inclusion and individual development as well as to give the preconditions for people to grow.

As far as society is concerned, we invest in long-term projects to disseminate knowledge, work for greater diversity in the Swedish legal system, and elevate inclusion on the Swedish labour market.

Our involvement with enterprise aims to support entrepreneurship, innovation and growth at home and in a global context.

It is our view that people grow through commitment, education, knowledge exchange and relationships. Where individuals are concerned, we want to create and disseminate new knowledge and thereby enhance the conditions in which people can grow in academia, business, sports and other areas, both in Sweden and around the world.



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*” Vinge’s Diversity Project has awarded 183 scholarships in the past 17 years. The goal is to contribute to greater diversity in the legal profession.*

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#### **Examples of projects**

Vinge’s Diversity Project has awarded 183 scholarships in the past 17 years. The goal is to contribute to greater diversity in the legal profession. We strive to broadly reach out in schools to disseminate knowledge about what it means to work as a lawyer and support the ambition to study, and to study law in particular. We also support law students by offering mentors and preference for summer associate positions at Vinge.

We support local entrepreneurs and start-ups, as well as global organisations. In our co-operation with Ashoka, we assist social entrepreneurs who drive change in the global community. SSE Business Lab is an initiative in entrepreneurship and innovation and fully in line with Vinge’s ambitions to support our domestic labour market. Our own initiative, Vinge Growth, is an endeavour that offers companies with a strong growth ambition guidance in every area of business law.

Vinge co-operates with the Swedish Olympic Committee (SOC). The co-operation concerns areas in which our knowledge, expertise and experience benefit growing Swedish Olympic activities. These comprise rights and brand issues, contract law and company issues, among others. The SOC’s ambitions and values match our own activities well, as the SOC and Vinge both strive to contribute to individuals being able to develop and grow through knowledge, competence and expertise.

Based on the results and our stakeholders’ expectations, we will further focus on our social benefit involvement with the aim of contributing to taking long-term responsibility.