

Sustainability Report

1 June 2019 – 31 May 2020

Content

Business model	3
Managing sustainability	3
Roles and responsibilities	4
COVID-19 and its impact	4
Key policies and guidelines	5
Clients	6
Our people	6
The firm	9
Internationally recognized	9
The society	10
The environment	11
ISO 14001 Environmental Management System	11
Sustainable procurement	11
Modern offices in Helsinki and Stockholm	12
Greenhouse gas emissions	12
About this report	12

Business model

Roschier is one of the leading law firms in the Nordics. We provide a full range of legal services to blue-chip Nordic and international clients across the region. Our offices are located in Helsinki, Finland and in Stockholm, Sweden.

Much of our work is focused on high-end corporate advisory services and M&A, including public M&A, private equity, banking and finance, real estate and IP & Tech-related transactions. Additionally, we offer advice in areas such as EU & competition law, dispute resolution, employment and tax and structuring. Our vision is “To be by far the leading law firm in the Nordics”. We aim for this vision by focusing on the four dimensions of our operations: the clients, our people, the firm, and the society. Our strategic roadmap guides our people in prioritizing their work.

The current roadmap targets 2025, emphasizing our objective to

1. Operate as one firm

with a strong Nordic profile, thinking globally and competing internationally based on common values and one partnership.

2. Excel in client experience

with a clear focus on building core relationships.

3. Build on talent

by offering talented people an opportunity to develop and become leading professionals by learning from the best in a supportive work environment.

4. Identify opportunities

by utilizing the knowledge and experience of the entire firm.

At Roschier, we share the responsibility for maintaining and cultivating our culture, “The Roschier Way”. As our internal code of conduct, “The Roschier Way” guidelines provide general principles and working practices for all Roschier people. They cover overall guiding principles for being a member of the Roschier team, including more detailed plans concerning various work and environment-related aspects, ensuring a thriving, supportive, diverse, inspiring, and safe workplace for all.

The firm’s core values – client orientation, professionalism, teamwork, pioneering and ethics – are the fundamental guiding principles defining how we operate and govern the firm.

Roschier has a tradition of committing to environmentally sound choices in its operations. The firm has obtained the ISO 14001 environmental certification. We were first certified in 2011, when we became the only law firm in the Nordic region to hold the ISO 14001 environmental certificate for all of our offices.

Managing sustainability

Credibility and integrity are of utmost importance to a firm that offers legal advice and represents clients who are facing important and even critical situations.

As a member of the Finnish and Swedish Bar Associations, Roschier is committed to following the ethical rules of the profession set by the local Bar Associations, as well as the laws governing the practice (e.g. Finnish Attorneys Act in Finland, Swedish Code of Judicial Procedure in Sweden).

Roschier has a long-standing and deep-rooted tradition of acting ethically and applying the craft’s codes of conduct, and through them reinforcing the firm’s role as an independent legal advisor, part of the judicial system and an active member of the society.

Roschier operates as one firm, and its governance consists of the following cross-firm governing bodies: Partner Meeting, Partnership Committee, Board, Managing Partner and Firm Management. The Partner Meeting is comparable to an Annual General Meeting of a limited company. Operative decisions are made and followed up by the Firm Management.

The firm's practices are highly integrated, allowing them to draw on resources from several locations and put together cross-border teams to handle each assignment. The firm is carefully organized to get the most out of its cross-border capabilities operating with a strong one-firm mindset. However, in this report we also present country-specific information and figures.

Roles and responsibilities

The Firm Management is responsible for setting targets, preparing the strategic roadmap, approving plans and following up the results of sustainability work within the firm. The Firm Management keeps the Board updated on sustainability-related matters and their progress. The Board is responsible for the firm's strategy, including sustainability matters as a part of the strategic roadmap, and for sustainability reporting.

A sustainability taskforce within the firm coordinates actions and reporting and takes input from a pro-bono panel for prioritization of different initiatives. The Greener Roschier team is responsible for all activities related to the ISO 14001 environmental certificate. The Talent Development team is responsible for all personnel-related matters as well as for organizing centralized training programs.

Individuals or groups of lawyers specialized in e.g. compliance matters are consulted as internal experts when new internal guidelines are needed. The ICT team is responsible for data security and the cybersecurity of the firm.

COVID-19 and its impact

In early March 2020, the COVID-19 pandemic swept over the world, impacting law firms as well as any other company. Roschier's Firm Management immediately established a COVID-19 Crisis Management Group to better monitor the developments and guidelines from the Finnish and Swedish governments and to evaluate what measures should be taken to protect personnel and clients from virus exposure. To ensure swift communication, new internal digital communication channels have been set up and our personnel has been encouraged to work remotely, in accordance with national guidelines. In addition, all client and personnel events have been cancelled or postponed until further notice. The situation is constantly monitored and measures are adapted to current developments. Internal instructions and guidelines are updated when needed.

Examples of measures taken:

- Firm-wide recommendation for all personnel to work remotely and minimize the presence at the office. Special office rules apply for those whose presence is required at the office or have otherwise agreed with their team leader to work at the office.
- New ways of collaborating, communicating and socializing to ensure continued peace of mind and a sense of belonging to the team for all our people.
 - Increased frequency of internal communication through different channels and live streams, including regular updates to the entire staff from the Managing Partner.
 - Digital solutions and targeted trainings to support virtual collaboration and different aspects of remote working (employees and team leaders in their role).
 - A variety of social activities offered online to maintain the firm's strong culture of social networking and team collaboration also during the social isolation caused by COVID-19.

In order to minimize the risk for virus exposure and ensure business continuity, no more than 50% of the personnel should be working from the office at the same time. International travel, including travel between our offices, has been put on hold until further notice. Also, as part of the risk management, the Firm Management has identified and analyzed several potential financial scenarios in preparation for the coming months.

Key guidelines and policies

Roschier has established multiple internal guidelines and policies to ensure compliance with laws, regulations and rules.

The following policies have been implemented:

- Environmental policy
- IT policy
- Roschier policy for membership in boards and other external governance bodies
- Travel and expense policy

To govern the operations further, Roschier has e.g. the following guidelines in place:

- Conference and catering guidelines
- Confidentiality and professional code of conduct
- Conflict check guidelines
- E-communication guidelines
- E-privacy guidelines
- Guidelines on external contacts
- Insider guidelines
- Preventing money laundering guidelines
- Privacy guidelines
- Roschier Way guidelines, including diversity plan
- Sustainability guidelines

All guidelines and policies concern all Roschier people. Each Roschier team member familiarizes him/herself with them during the introduction phase. Changes to policies or guidelines are actively communicated to everyone through various internal communication channels, and the guidelines and policies are constantly available on the intranet.

There are several communication channels and ways to maintain a high level of awareness about guidelines and policies. The Roschier Journey platform and the intranet are extensively utilized for reaching both newcomers and existing personnel with compliance-related information. During the year, further digital communication channels have been introduced, in order to assure that information is promptly available to all employees.

Furthermore, trainings and presentations at e.g. firm, office, and team meetings are used for information sharing. For the future, the firm is investing in eLearning tools in order to even more systematically ensure a high level of knowledge and awareness among the personnel. As an example, we have an extensive training program, aimed at keeping all personnel updated on the current anti-money laundering legislation. The training is mandatory for everyone, and the Talent Development team keeps record of the participants.

Clients

As attorneys-at-law and due to the nature of the business, we deal with confidential issues and cannot compromise trust. We take information and data security, data privacy, and cybersecurity very seriously and have an external co-operation partner with expertise in this area. We benchmark our information and cybersecurity operations against the ISO 27001 standard.

As a member of the Finnish and Swedish Bar Associations, we are required to comply with the Bar Association rules and to conduct conflict checks before initiating new client assignments. For the same reason, we take this into consideration when hiring people with experience from other law firms. We are also expected to comply with laws on anti-money laundering and handling insider information, and we have established strict internal guidelines on both topics. The Bar Associations' Code of Conduct provides us with general guidelines including specific ones such as how to operate against corruption. No corruption cases were reported during the reporting period.

Due to our strong brand and standing as a leading Nordic law firm, we must be extra vigilant and have detailed risk assessment documents and processes, which are regularly reviewed and updated by the Firm Management and the Board as required by law.

Our Preventing Money Laundering (PML) team is available to assist and advise with respect to the CDD form and other requirements of the money laundering legislation, including the interpretation of the guidelines as well as risk assessment. The team consists of four nominated officers, two in each country, assisted by a dedicated team of lawyers. The PML team regularly carries out spot checks to verify compliance with the legislation, the guidelines, and how the CDD form is completed in practice. The completion of a customer CDD form is required in connection with the opening of any new assignment – irrespective of whether the client is an existing or a new client.

Starting from the onboarding process, our personnel is regularly participating in training on matters related to anti-money laundering practices, risk assessment policies and documentation thereof, client due diligence and on how to spot other threats. All information is also easily available on the intranet. We invest in long-standing relationships with our clients, which makes it easier for us to know and understand our clients' ownership structure, business, and origin of funds. Our Insider Conflict Check Group, consisting of partners from different practices areas, monitors all new client assignments before they are accepted.

Our people

Our people are our greatest asset and our talent management is based on equal and transparent HR practices. When working with professionals, there is always the risk of losing talented people. To assure that the firm continues to be an attractive and challenging workplace, we offer our people development possibilities that enhance career opportunities inside and outside the firm. Talent processes and annual employee satisfaction surveys give information on specific employee management matters and support the talent work to review and follow up on any potential risks relating to talent retention. Our tutoring and mentoring program provides support in professional and practical matters as well as in career development. As part of the career development, mentors are responsible for supporting and guiding the mentee through annual career development review discussions.

As an employer, we invest substantially in training our personnel. We expect all employees to contribute to, and all leaders to actively build, a work environment that induces continuous learning within the context of everyday collaboration. We offer our people an extensive learning and development platform to support their professional and personal development throughout the different stages of their Roschier career. To serve the learning and development needs of our personnel in the best possible way, we produce a customized learning offering. Roschier University offers tools for self-leadership and trainings to develop core knowledge and skills, project management skills, human interaction skills and business understanding.

In line with the strong tradition of continuous development within the legal profession and the Bar rules, we monitor the training hours of our legal practitioners. During the reporting period, the training hours totaled almost 14,000 hours, which corresponds to on average 31 hours per person.

We have internal guidelines that promote the wellbeing of our personnel, such as basic principles on monitoring workload and a plan for wellness and supporting workability. In our pre-emptive measures we focus on all the different elements of wellbeing (mind, recovery and energy). Our goal is to create awareness, share knowledge and offer practical tools integrated into our training programs.

Examples of activities:

- Targeted measures through induction programs designed to support the development of an individual, when demands expand with new role.
- React early program - In close cooperation with our healthcare providers. To prevent stress-related illnesses and more effectively manage psychosocial risks.

We have not identified any human resources-related breaches during the reporting period, however, due to the client-driven professional service and project-type of business that we represent, the workload may vary both individually and on a team level. The follow-up on working hours is done on many different organizational levels on a monthly basis, and also annually in connection with the career development review process. Each team leader is responsible for monitoring workload and time recorded within their respective team on an ongoing basis and take actions needed to strive for optimal workload and distribution of work.

We have a special focus on diversity and inclusion and work actively to abolish any kind of discrimination as to gender. Diversity and inclusion are an essential part of the Roschier Way guidelines and are identified as a business imperative for the firm. We work closely with our personnel to enhance and increase awareness relating to these questions. We follow our diversity plan in order to mitigate the risk of any kind of discrimination. Trainings on diversity and inclusion and human rights are offered to all personnel throughout their Roschier career path.

We respect human rights and strive to ensure that our work environment enables us to attract, retain and fully engage diverse talent regardless of race, gender, transgender identity or expression, ethnic or national origin, sexual orientation, marital status, pregnancy, parenthood, disability, religion or belief, age or any other factor.

We encourage and expect everyone to actively support and maintain an equal and supportive work environment free of all discrimination and harassment. Equality and diversity mean that people have equal rights, opportunities and obligations in all areas. It is a natural principle throughout our business operations, including areas such as recruitment, competence development and performance, and reward management.

In order to mitigate the risk of breaches in equality and diversity related issues, we work towards raising awareness and ensuring an inclusive and diverse culture on three dimensions: the organizational level, the team level and the individual level.

Recent actions include:

- Workshops on diversity & inclusion and unconscious bias for all staff
- Discussion fora on gender equality in the legal profession targeting junior associates, associates and senior practitioners
- Learning & development programs with focus on building relationships and an inclusive mindset
- Female leadership program and co-mentorship for individual career coaching
- Special focus on raising awareness on unconscious bias within the extended recruitment teams.

The actions taken are continuously assessed, analyzed and evaluated within the framework of our annual diversity plan. By engaging our people in everyday actions, and ensuring that everyone has the same opportunities, we strive to develop both our firm and the industry. We have zero tolerance for any kind of sexual or other harassment as well as reprisals, and our Roschier Way guidelines, available on the intranet, include clear instructions on how to take action. Anyone who believes they have been exposed to discrimination, sexual harassment or any other kind of harassment should notify their mentor or Head of HR & Compliance immediately. We are committed to undertake quick and confidential actions to ensure that the discrimination and/or harassment ceases and to our best ability prevent similar situations in the future.

Some further examples of how we approach diversity and inclusion in practice:

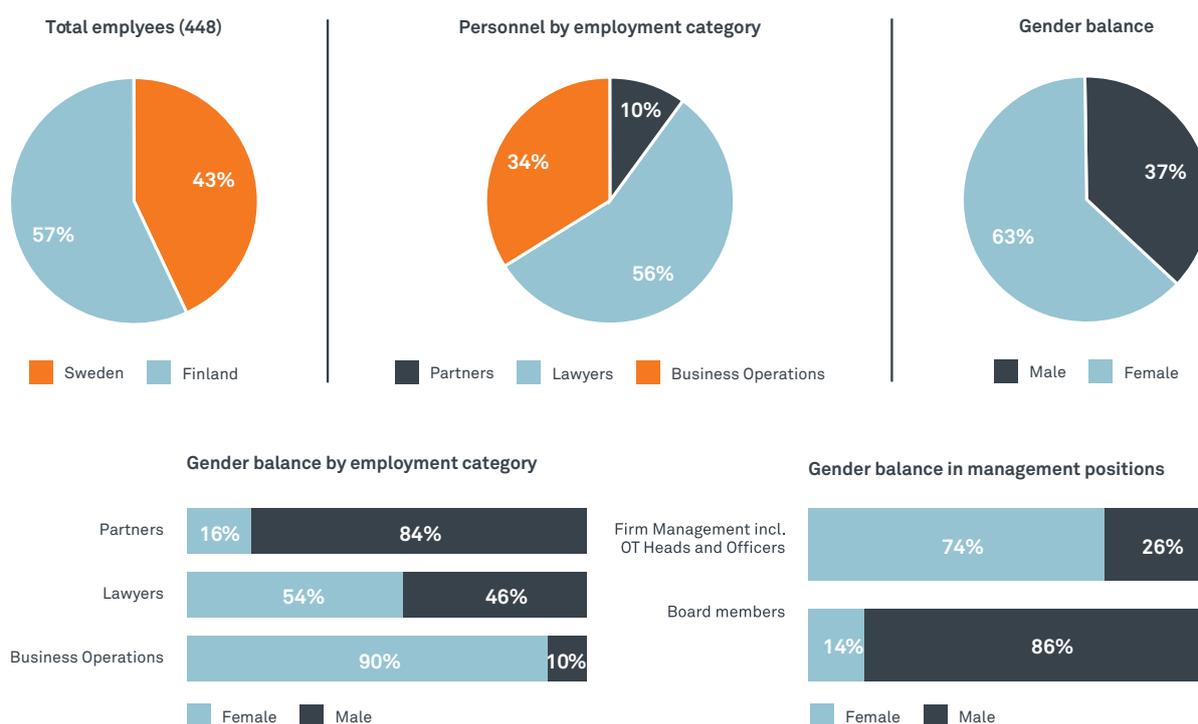
- Evaluation against the same performance criteria, no matter your role within the firm, during the performance discussions on impact as role model and value carrier, and how you have succeeded in fostering inclusion within the firm.
- Annual analysis on how we succeed in areas such as recruitment, development opportunities, compensation, and family matters. Based on the analysis we plan future actions in our annual action plan with our OSH Committee.
- Regular reviews of our performance review process to ensure fair and equal career decision-making, as well as continuous analysis of defined KPI's to avoid the potential impact of unconscious bias in compensation-related decisions.
- Implementation of an applicant assessment tool to minimize bias also in the recruitment process.
- Recognizing the importance of benchmarking our work and promoting awareness about diversity and inclusion in the legal community. We are highly engaged in the future of the legal profession through the Bar Associations. For example, the Finnish Bar Association's D&I taskforce is chaired by one of our female partners.
- Participation in the Swedish Justitiapriset; we have received a special mention for our investments and involvement of all our people in developing diversity and inclusion at the firm and increasing awareness.

We highly value the input from our personnel to shape the future of Roschier as a workplace and receive regular input via e.g. surveys and different discussion forums. We also regularly measure job satisfaction with our personnel survey Roschier Pulse, covering a wide spectrum of areas, such as leadership, personal development, inclusion, equality, work situation and commitment.

Our Occupational Safety and Health (OSH) Committee, with members in both offices, discusses, signs off and follows up on our office-based Annual Action Plans describing our concrete annual efforts, measuring our current situation, and setting up goals for the upcoming fiscal year on current diversity, equality and non-discrimination matters. Many of the planned efforts arise from the direct input we receive via Roschier Pulse or various discussion fora. At Roschier we strive for a healthy and safe work environment, this is why we have two OSH committees, one in Helsinki and one in Stockholm. The committees consist of elected employee representatives as well as representatives from the employer.

The main purpose of the committees is to secure occupational safety and health related cooperation between the authorities, employer, and employees, thus improving the employees' possibilities to participate in and influence the handling of matters concerning occupational safety and health at the workplace.

Our people in numbers, 31 May 2020



We have not identified any major health-related hazards during the reporting period, but due to the uncertainty caused by the effects of COVID-19 on the whole society and thus also on us as a firm, we have carefully taken precautionary measures and adjusted how we manage our operations to ensure the health and safety of our people and secure that we continue to be fully operational for the benefit of our clients under these special circumstances.

During the COVID-19 pandemic, we have been able to further develop ways of remote working, and we have taken various measures to remotely ensure the wellbeing of our personnel by holding live web events, such as firm meetings, online yoga sessions and other activities. More information about measures taken due to the COVID-19 pandemic can be found on p. 4 in this report.

The firm

As law firms are required to make risk assessments of their activities and draw up guidelines for the prevention of money laundering and terrorist financing, as well as to know their clients and observe due diligence in all of their operations, preparations for launching improvements to the existing client onboarding/KYC procedures have been made during the fiscal. More detailed information can be found on p. 6.

During the reporting period, we have continued a project to centralize the operations and follow up on all risk management-related matters. The work includes information gathering, review of processes, conducting risk assessments, investigating risk management tools and systems, mapping training needs, making a risk management roadmap for the future, including a risk management structure and reporting model. We are in the process of implementing a system renewal, which will assist us in exercising further control of processes.

No critical non-financial risks have been identified or materialized during the reporting period. Measures related to the COVID-19 pandemic are covered on p. 4.

Internationally recognized

International legal directories such as Chambers Europe and The Legal 500 — the trusted sources for finding the right partner in legal matters — consistently recognize all of our core practices for high-quality work in demanding international assignments.

As an example of recent local rankings, Kantar Sifo Prospera's Law Firm Review 2020 ranked Roschier the best law firm on the Finnish market, for the sixth consecutive year. In Sweden, the corresponding survey also placed Roschier among the top three firms, thus validating the firm's strong overall standing in the Nordic legal sector.

Examples of recent awards:

- Chambers Europe Awards, Finnish Law Firm of the Year 2020
- International Financial Law Review - IFLR Awards, Law Firm of the Year for Finland 2020
- International Tax Review – European Tax Awards, Tax Firm of the Year for Finland 2020
- Managing IP Awards, Trade Mark Contentious Firm of the Year for Finland 2020; Copyright & Design Firm of the Year for Finland 2020
- Global IP Awards, Trademark Litigation Firm of the Year for Finland 2020; Patent Litigation Firm of the Year for Finland 2019; Trademark Prosecution Firm of the Year for Finland 2019
- Benchmark Litigation Europe Awards, the Firm of the Year for Sweden 2019
- Who's Who Legal Awards - Law Firm of the Year for Finland 2019

The society

We actively participate in the legal and other relevant development in the society by offering our expertise and knowledge. This is our primary way of giving back to society. Last year, Roschier was assigned by the Prime Minister's Office to prepare a report on the potential need for changes in the Finnish Companies Act, and this report was finalized in late May 2020. Roschier's lawyers also take an active role in the development of the Nordic financial markets and closely monitor political and legislative initiatives. A number of our lawyers represent Roschier in the Finnish and Swedish Bar Association's working groups and committees and actively contribute to the associations' work on, for example, ethics, education and equality.

Our societal engagement includes charity and pro bono work, in which we focus on children and youth, sustainable development of the environment, entrepreneurship and innovation. During the reporting period, we supported 27 different charitable organizations and causes in Finland, Sweden and around the world by donating funds for the work they do. In addition, we donated some 200-300 used laptops from our offices to *Kaikille Kone*, a nationwide campaign running in Finland aiming at providing schoolchildren with equal opportunities for distance learning under the circumstances caused by COVID-19. For a few years now, we have donated our guest speakers' fees and compensations, as well as contributions to corporate anniversaries and other congratulatory events, to WWF or other causes within the scope of the above-mentioned focus areas.

Since 2006, it has been possible for our personnel to direct fees from external lecturing and article writing to a specific bookkeeping account, from which charitable donations in the name of the Roschier Personnel Charity Fund can be made in the fiscal year during which the contributions have accumulated.

In the fall of 2018, we set the objective of allocating 1,800 hours for pro bono and societal work per fiscal year, which was an increase from the previous 1,500 hours objective. During the current reporting period, we used in total 2,325 hours (1,400 hours in 2018-19) on pro bono assignments and collaboration, for which our employees used their time, judicial competence and experience to aid the different organizations. This is an increase of 66% compared to the last fiscal year, mainly due to a number of new pro bono partnerships and an increased need overall for advice related to COVID-19.

A concrete example of Roschier's societal engagement is our participation in the public pro bono advisory service organized by the Finnish Bar Association. The service, which our lawyers have actively participated in for several years, provides legal counseling to the public free of charge.

The environment

At Roschier, the sustainability mindset originates from the firm's corporate culture and is present in the organization's values, daily life and performance. Our aim is to continue to be acknowledged as a firm, whose environmental work is pre-emptive and continuous, and we are committed to our long-term environmental program and targets, which are integrated throughout the organization in both the Helsinki and Stockholm office.

We have identified the use of energy and resources (especially paper), business travel, and waste generation/ disposal as areas of significant impact on the environment. A recent SWOT analysis conducted on environmental aspects identified travel, the procurement of goods, as well as potential lack of commitment of our staff as some of the most central issues and focus areas that could pose a risk. To mitigate the risk, we pay attention to internal communication, thereby increasing the awareness of Roschier's environmental footprint among our personnel.

Being a law firm, our operations have low exposure to environmental risks on the whole. Environmental risks and impacts are identified and systematically managed through the ISO 14001 environmental management system.

Due to our one-firm and cross-border business model causing the need to travel to meetings between the two countries, we cannot completely avoid air travel. We recommend using our state-of-the-art audiovisual equipment and other digital communication and meeting tools to the extent possible in order to decrease the need to fly. In addition to our own activities for decreasing flying, we compensate our travel emissions by collaborating with ZeroMission. ZeroMission runs impactful energy and reforestation projects around the world, which result in combined climate, social and local economy benefits. The inability to offer sustainable meeting alternatives to travel, or to compensate for emissions, would result in an unreasonable degree of negative impact on the environment.

The procurement of goods and supply-chain related issues are another prioritized area from the perspective of environmental sustainability. Poor handling of the procurement process and supplier selection could result in reputational damage. Roschier has mapped all existing suppliers and the certificates they hold. New suppliers are closely surveyed and the preference in the selection process is on suppliers with sustainable products or services or those who have their own certificates.

In order to ensure that our people are committed to environmental sustainability, we offer information and training and encourage involvement on a daily basis. Lack of commitment would lead to an increase of the firm's environmental footprint with implications on attracting and retaining clients and talent, as well as on brand reputation in the long run.

ISO 14001 Environmental Management System

Roschier was the first law firm in the Nordics to receive the ISO 14001 environmental certificate in 2011 for all its offices. The certificate has to be renewed every three years, and the next renewal audit, for the 2021-2023 period, will take place in the fall of 2020.

Roschier has set the following targets for 2020-2022:

- To reduce energy consumption by 3%/m²
- To reduce travel-related emissions by 3%

Roschier is progressing in line with the targets. Energy consumption per office space decreased by 10.5% during the reporting period (63.4 kWh/m² in 2019-20 vs. 70.9 kWh/m² in 2018-19). Also, the total amount of travelling decreased from 465 in 2018-19 to 293 in 2019-20, resulting in 44.6% less travel-related CO₂ emissions per employee than in the previous reporting period (0.52 metric tons in 2019-20 vs. 0.94 metric tons in 2018-19). This is a considerable change, which is primarily due to the travel restrictions caused by the COVID-19 pandemic, but also due to fewer intercontinental flights and an increased use of video conferencing and other virtual meeting concepts.

The Greener Roschier team is responsible for enforcing the ISO 14001 Environmental Management System within the organization. The team follows the annual plan, monitors actions towards targets and reports regularly to the Firm Management.

An external ISO 14001 audit is carried out annually and in addition to that, both offices and the Environmental Management System are audited internally every year. The ISO 14001 manual is available to all personnel. Environmental topics and guidelines are part of new Roschier employees' induction period. All information is also available on the intranet.

In the most recent ISO 14001 audit, no non-conformities, neither major nor minor, were found in our operations, as well as no danger to life and health, and thus we are complying with the requirements. The Greener Roschier team is responsible for all activities related to the ISO 14001 environmental certificate, analyzing the findings in the audit and monitoring the results of accordingly planned actions.

As a part of the ISO 14001 certificate, Roschier has a register of environmental laws. It is regularly updated, and a group of lawyers specialized in environmental law evaluates possible changes, makes recommendations if needed and ensures that the firm abides by the relevant laws.

Sustainable procurement

The main driver of the procurement of goods and the selection of suppliers is sustainability, but the solutions also have to be financially feasible. Roschier has mapped all suppliers and the certificates they hold are listed. We prefer suppliers whose product or service is by itself sustainable or who have their own certificates. Supply chain-related environmental and social risks, as well as human rights aspects, are considered in the procurement process and supplier selection. The human rights risks are deemed to be low, and processes will be further developed to monitor suppliers and sub-contractors within certain areas concerning human rights aspects.

Sustainable offices in Helsinki and Stockholm

Both buildings in which our offices are located hold a LEED certificate (Leadership in Energy and Environmental Design); LEED Platinum in Helsinki and LEED Gold in Stockholm. Our Stockholm office is powered entirely by solar energy whereas in Helsinki, we use only wind energy.

In the Helsinki office, the firm has rented a special parking area for bicycles, promoting a non-polluting way to travel to work. Tools for working remotely are continuously evaluated (laptops, VPN, Skype, video and teleconferencing) to reduce the CO₂ emissions caused by commuting. The firm encourages its personnel to choose clean-running company cars with maximum CO₂ emissions of 180g/km. The number of electric vehicle charging stations in the Helsinki office garage has been increased from 16 to 22.

To reduce the need to print documents, all personnel have two displays. Consequently, paper consumption per employee has decreased by 24% compared to the previous fiscal year (4,806 in 2019-20 vs. 6,323 in 2018-19). Sorting and disposing of all waste gathered during the day is made easy; there are several recycling points in the offices. Roschier has also given up offering refreshments in glass or plastic bottles and installed water carbonators in meeting rooms.

Greenhouse gas emissions

Roschier's CO₂ emissions originate from business travel (Scope 3), totaling 231 metric tons of CO₂e.

The total electricity consumption was 670 MWh, 380 MWh for Finland and 290 MWh for Sweden. As renewable energy sources, wind energy in Finland and solar energy in Sweden, accounted for 100% of the electricity used, the total electricity consumption during the fiscal year did not generate any CO₂ emissions.

The CO₂ emissions generated by business travel were 231 metric tons of CO₂e, which is a decrease by 47% compared to the previous fiscal year (434 metric tons of CO₂e in 2018-19). This is primarily due to the COVID-19 pandemic, which put almost all travel on hold during the last three months of the fiscal year, but also due to fewer intercontinental flights and an increased use of video conferencing and other virtual meeting concepts, as the awareness of the environmental aspects keeps growing.

As our firm applies a one-firm and cross-border business model the need to travel to meetings between the two countries cannot be entirely avoided, but we continuously promote various virtual meeting solutions, such as video conferencing, over travel. The majority of internal meetings as well as some client meetings are held as video conferences. There are 14 video conferencing equipment sets in the Stockholm office. During the reporting period the number of sets in the Helsinki office was increased from 11 to 13.

About this report

This non-financial information report of Roschier, Attorneys Ltd. refers to the fiscal year 1 June 2019 – 31 May 2020. The report has been prepared in accordance with the regulations of the 6th chapter of the Swedish Annual Accounts Act and the Finnish Accounting Act (implementing EU Directive 2014/95 regarding disclosure of non-financial information).

The information presented in this report covers Roschier's offices in Helsinki, Finland (corporate ID no. 9209362-9), and Stockholm, Sweden (corporate ID no. 556686-5670). The numbers represented in this report cover both Finland and Sweden unless otherwise indicated. In signing the annual financial statements, the Board has also approved the non-financial information report.