



# Corporate Social Responsibility

REVIEW 2022



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# editorial

*As lawyers, we embrace our social responsibility as a partner, as an employer and as a stakeholder in society, today and tomorrow.*

**Manou Hoss**  
Managing partner



## “ Embracing our responsibility

*As lawyers, we cannot ignore the major disruptions and transformations changing the world. In the face of urgent social and environmental issues, the concerns of our stakeholders, and the increasingly rapid evolution of regulatory frameworks, we have a clear responsibility to take into account both the opportunities and the risks that these challenges represent for others and for ourselves. Our role in society is crucial, and we have a duty to our clients, our team members, and to civil society.*

*Integrity, ethics and deontology are inherent to the nature of our profession, and we have always taken these responsibilities profoundly seriously. Since the founding of the firm in 1964, our priority has been legal excellence paired with innovation, and we have always strongly promoted values of openness, mutual support and respect. These are the cornerstones of our strategy and success. They allow us to unite our talented team around one purpose: to enable our clients to meet today's biggest challenges and seize tomorrow's most promising opportunities in a world of increasing complexity.*

*Making this purpose a reality means working a little differently. We are proud to be part of a diverse, multidisciplinary, multinational community in the heart of Europe. As our team is our biggest strength, we work hard to nurture our distinctive culture and strive to attract and retain the best talent to pursue our ambitions. We welcome those who share our values, and we endeavour to provide an environment in which everyone has the opportunity to thrive and develop their potential to the fullest.*

*Beyond our workplace, our purpose is also about being committed to the common good, to making a positive impact in the lives of others and for future generations. These values drive our philanthropic culture, our support of charities, our pro bono work, and our engagement to reduce our environmental footprint, anchored in our altruism and common sense.*

*As lawyers, we embrace our social responsibility as a partner, as an employer and as a stakeholder in society, today and tomorrow. This report shows our commitment to giving higher visibility to our actions in line with our strategic ambition to advance the long-standing core values held by our firm.*

**Manou Hoss**  
Managing partner

# Keeping our eyes open in a changing world

Our responsibility as lawyers comes into play regarding social and environmental issues in two key ways: first as a partner, to contribute to understanding a fast-changing world, and second as a firm, to help navigate the new organizational patterns and courses of action these issues open up for people, businesses and society as a whole.

## Rising complexity

### **Supporting transitions**

Socially responsible practices and ESG criteria are playing an increasingly important role in the economic landscape, and lawyers have a responsibility to advance these issues. More than just a duty to care, lawyers can be an impetus for change. Law firms must adapt in real time to regulatory expansion and support their clients to manage risk and address compliance issues.

## Technological disruption

### **Leading the digital transformation**

Digital technology such as Legal Tech is gaining prominence in law firms, and this has an impact not only on client relationships, but on ways of working and the competitive landscape. A deep understanding of artificial intelligence, data analytics and digital security issues are a unique opportunity for law firms to refocus on their core business – consulting – to develop win-win partnerships with clients.

## Sustainable paths

### **Promoting environmental responsibility**

In the context of the environmental crisis, law firms need to absorb the complex and fast-evolving regulatory framework and assist organizations in achieving their sustainable development goals, from sustainable finance and investments to risk management and transparency. Internally, law firms must also reduce their own impact by adopting eco-responsible behaviour, gaining certification and raising awareness.

## New aspirations

### **Attracting and retaining talent**

Globally, attitudes to the world of work are changing, and new generations of lawyers have different aspirations from those of previous generations. Engagement largely depends on a sense of fulfilment and meaning in one's work. Attracting and retaining highly skilled young talent requires a responsible recruitment policy based on equality and diversity and a commitment to career development and work-life balance.

## Unforeseen threats

### **Managing challenges**

The COVID-19 pandemic has been a catalyst for organizational and management change for all sectors, and law firms are no exception. Those that have fared best have been agile and able to reinvent themselves: both in terms of communication – able to maintain a strong link with their clients – and in terms of organization, through remote working and offering social protection to self-employed team members.

# Elvinger Hoss About us

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Independent in structure and spirit, Elvinger Hoss guides clients on their most critical legal matters. Our firm, headquartered in Luxembourg, was founded in 1964 by lawyers committed to excellence and innovation in legal practice. Today we are a top-tier firm and have formed cross-border arrangements with the most reputable law firms and peers with one purpose: to deliver the best, most complete multidisciplinary legal advice for businesses, institutions and entrepreneurs. We are proud to play a unique role in the development of Luxembourg as a financial centre.

400  
team members

30  
nationalities

48  
partners

2  
offices  
Luxembourg  
& Hong Kong

# Our expertise

## Asset management and investment funds

We advise on a wide range of investment products for a diverse client base. We are the leading firm in Luxembourg in terms of net assets of investment funds for which we act as legal adviser.

## Corporate, banking and finance

We have a specialist corporate, banking and finance group at the heart of our firm. Unlike other firms, this structure allows this specialist group to cover a broad spectrum of work in these sectors, providing continuity of service as issues develop, and building stronger relationships over time.

## Dispute resolution and commercial law

We offer an extensive litigation practice covering corporate, commercial, civil and administrative litigation. We represent companies and financial institutions, businesses and individuals, both in Luxembourg and in multi jurisdictional cases.

## Tax

We are skilled tax law advisers for national and multinational financial institutions and intermediaries, large corporations, investment and pension funds, sovereign wealth funds, leading private equity and real estate firms, as well as for high-net-worth individuals.



# Our values

## Responsibility

We are all accountable and committed to the firm's success, operations and development. We are all self-driven "to go the extra mile".

## Excellence

We strive for excellence in meeting our clients' expectations in legal advice and services. We set and surpass the highest standards for ourselves, both internally and for our clients.

## Innovation

We proactively seek out the best solutions to the complex and emerging issues that our clients face. We have a mindset of continuous innovation in our internal strategy, organization and processes.

## Respect

We promote common interest, mutual support, respect, knowledge sharing and, above all, ethics, integrity and professional freedom. We believe we have a duty to society and encourage civic and environmental responsibility.



## Our CSR approach

# Proud to play our part

We aim to have a positive impact on our clients, teams and society as a whole. Since 2018, we have had a dedicated ESG committee to guide our CSR approach. The committee is composed of seven partners, each in charge of specific areas of concern. Together, we are working to continuously improve sustainable development within our firm, building readiness through expertise and experience.



## Our commitments

### A responsible partner

Offering legal excellence at all levels

Guaranteeing strong ethics and governance

Ensuring regulatory compliance

### A responsible employer

Fostering diversity and inclusion

Conducting responsible recruitment

Promoting career development

Acting for health and well-being

Encouraging people's engagement

### A responsible member of society

Providing legal advice to communities and individuals in need

Supporting charitable and public interest initiatives

Adopting sustainable practices

## ESG committee

**Christel Bertin**  
General Manager  
CSR Manager

**Joachim Cour**  
Partner

**Marc Elvinger**  
Partner

**Manou Hoss**  
Managing Partner

**Thierry Kauffman**  
Partner

**Olivia Moessner**  
Partner

**Katia Panichi**  
Partner

## 2021 key highlights our actions

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In 2021, we were awarded the **ESR label (Socially Responsible Enterprise) for three years by INDR**, a benchmark for CSR in Luxembourg and part of the European network of leading CSR labels. This certification demonstrates our commitment as a firm to create – responsibly – shared value for our stakeholders and for society as a whole. The label is recognition of our engagement in a process of continuous improvement to contribute to the sustainable development of the economy and the society in which we operate.

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We joined the **'No Woman No Panel' Charter Initiative** that advocates for gender balance at public forums and encourages diversity by promoting female subject matter experts.

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We conducted extensive **pro bono work for NGOs, charities** and other public interest organizations on legal matters

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**Two beehives** were placed on our premises, participating in the preservation and development of pollinator populations.

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Our team members can **work remotely two days per week** following the COVID-19 pandemic.

**We supported numerous charities** through campaigns, donations and events.

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We sponsored the Paperjam and Delano Club Talk **"ESG: all you need to know about the new regulations"** in May 2021.

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We have been taking part in the **Place de l'Etoile Inter-Company Mobility Project** to promote alternative and sustainable mobility that improves accessibility and daily lives.

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We sponsored the annual **LëtZ Go Gold charity run, in which women**, men and children come together to raise money to support paediatric oncology research. The funds are used to find new cures, to improve existing treatments and to learn more about the causes of paediatric cancers, as well as supporting families affected by the disease. Elvinger Hoss was the most successful corporate team, raising over €43,000 for the cause. Well done, everybody!

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During **Pink October**, our team members came up with creative initiatives to raise more than €7000 of funds to support **patients with breast cancer**.



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*We provide legal advice from a different perspective.*



# A responsible partner



## Our commitments

Offering legal excellence at all levels

Guaranteeing strong ethics and governance

Ensuring regulatory compliance

## Opening opportunities for the future

Since the founding of the firm in 1964, we have been guiding our clients on their most critical legal matters. We strive to deliver exceptional and innovative advice to local and international entities across a range of issues. Over the years, our commitment to excellence,

ethics and compliance and our in-depth knowledge of Luxembourg's specific legal and political context have allowed our firm to remain at the forefront of the financial industry, adding benefit for our clients.

## Offering legal excellence at all levels

Committed to excellence and innovation in legal practice, the ultimate purpose of our firm is to deliver the best possible advice for businesses, institutions and entrepreneurs. Our partners and team members endeavour to be responsive, deliver pragmatic advice and work efficiently with extreme precision to best serve our clients' interests. Our independence is as much about our spirit as it is our structure. We work hard to nurture our distinctive culture: we have high expectations of each other, which underpins the exacting standards of our work for clients.

## Staying at the vanguard of innovation

Delivering our services to clients in the most efficient way is the main driver of our firm's digital transformation. Our lawyers are continuously improving their ways of working, while our technical teams systematically anticipate disruptive changes. We collaborate with leading solution providers in the Legal Tech market, prioritizing PSF-certified companies and demanding the highest information security requirements. Increasingly advanced tools allow us to capitalize on artificial intelligence and data analytics to maintain our clients' high satisfaction ratings.

## Ranked Top Tier



*Our lawyers are continuously improving their ways of working.*

## Taking the initiative on ESG and sustainable finance

We seek to work with responsible investors who take into account ESG issues in their investments and their relationships with partners. Over the last year, we have formalized policies on the many internal initiatives we have long pursued: for example, through the creation of a dedicated internal ESG committee. The latest legislative developments in the area are published on our website and gathered in our ESG brochure on Sustainable Finance.

## Guaranteeing strong ethics and governance

- Charte de la Médiation
- AML Policies
- ISO 22301

## International Climate Finance Accelerator Luxembourg

*We are one of the nine private entities in the Luxembourg financial sector to form ICFA Luxembourg, a Public-Private Partnership in the framework of the Luxembourg Climate Finance Strategy that supports innovation and high-impact strategies to develop tomorrow's finance leaders. This initiative has received the support of the European Investment Bank.*

## Safeguarding data

Information is an asset, and like any other business asset, it has value and must be protected.

In conducting our business, we collect, receive and process data about existing and former clients, prospects, counterparties, lawyers, advisers, service providers, suppliers, regulators, public authorities and others. Elvinger Hoss informs any of the aforementioned parties of the nature of the information we collect and receive, how we process it, why we do so, the legal basis for doing so, the data subjects' rights and how these can be exercised.

Based on the General Data Protection Regulation, the firm has determined clear rules for the use of its information system, business information and devices and has defined the purpose of and guidelines for information security management. For us, the "Need-to-Know" principle is key. These rules apply to all members of Elvinger Hoss and relevant service providers (where applicable) and are designed to ensure that information is protected at an appropriate level.

We have a dedicated team of experts who specialize exclusively in ICT, IP, media and data protection. Published policies provide guidance for all the firm's team members who handle clients' data in the exercise of their function, outlining the objectives and procedures to protect clients' data and ensure it is used in a responsible manner and in accordance with the law.



## Ensuring regulatory compliance

Our position in the Luxembourg financial community means our clients will always be informed in anticipation of the opportunities and implications associated with changes to legal requirements. Our extensive law library is administered by qualified information specialists.

We pool knowledge for our clients on our website and in our newsletters.

## ESG: all you need to know about the new regulations

*In 2021, we sponsored and participated in the Paperjam and Delano Club Talk "ESG: all you need to know about the new regulations". Following the implementation of level 1 of the Sustainable Finance Disclosure Regulation (SFDR), the webinar reflected on how the industry has responded to the challenge and focused on the future challenges and opportunities for the Luxembourg fund industry.*



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*Treating individuals with a high degree of respect is part of our core culture.*

# A responsible employer

# Our commitments

Fostering diversity and inclusion

Conducting responsible recruitment

Promoting career development

Acting for health and well-being

Encouraging people's engagement

## Nurturing our culture & values

The women and men who work with us are our greatest asset. Our independent spirit and organization give us the opportunity to cultivate our value-driven approach based on trust, knowledge sharing, proximity and commitment. Our teams are made up of outstanding people from diverse backgrounds who share and

respect our values. We place a strong emphasis on individual responsibility and a commitment to the firm's operation and development, as well as on teamwork, a collegial spirit, and mutual support and respect. In return, we strive to provide an exceptionally supportive environment.



## Promoting diversity and inclusion

We are proud to be part of a diverse and multinational community in the heart of Europe. Fostering our culture of openness, neutrality and inclusion, we offer equal opportunities to anyone who shares our values, regardless of race, ethnicity, nationality, class, religion, belief, gender, language, sexual orientation, gender identity, age, health or other status. We are committed to implementing measures that allow our diverse workforce to thrive and develop its potential to the fullest.

### To achieve this, our Diversity and Inclusion Policy includes:

- Monitoring data to help us identify obstacles to career development for women and minorities.
- Implementing specific initiatives and tools to promote career development and inclusion in our diverse talent pool.
- Strengthening our actions through involvement in organizations active in promoting equality and diversity.

## Our team

30 nationalities

63% women

40% female partners

### Our career development and inclusion principles & tools:

- Equal recruitment and development opportunities
- Equal pay
- A Diversity and Inclusion Officer
- Harassment Prevention Policy
- Unconscious Bias training
- Awareness raising

### Our involvement in key organizations

- IMS network (Inspiring More Sustainability)
- Diversity Charter
- Leaders for Tomorrow Forum

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*Diversity in all its aspects is core to Elvinger Hoss's values and to our development strategy. Different profiles mean different perspectives, giving us a fresh look at our working methods and allowing us to develop innovative solutions. Our recruitment strategy aims to attract the best talent from a wide range of backgrounds. This year, we recruited two Ukrainians affected by the war and are doing everything possible to welcome them in the best conditions.*

”

**Romain Luga**  
HR & Diversity Officer

## Conducting responsible recruitment

We recruit the most talented people to join our diverse, close-knit teams, who respect our firm's values and are eager to develop their careers in a stimulating and multicultural environment. Ethics and respect are at the core of our recruitment procedures. Our recruiting team and committee are dedicated to providing candidates of all levels with a warm welcome, guiding them through the initial interview process and ensuring their smooth integration into the firm.

*We recruit the most talented people to join our diverse, close-knit teams.*

### **Providing opportunities for (future) graduates**

We make a point of finding and recruiting young women and men from diverse backgrounds, universities and nationalities, opening opportunities for law students and graduates and other professionals. We actively seek new talent at job fairs and have developed partnerships in major university towns across Europe. Following the invasion of Ukraine in early 2022, we recruited two displaced Ukrainians to join our team.

## Responding to the COVID-19 pandemic

*In France and in Luxembourg, many lawyers are self-employed. During the COVID-19 pandemic, to allow our lawyers better social protection, we offered them permanent employment status. More than 80% of our lawyers took up the offer.*



## Promoting career development

Career development is at the heart of our mission. Our aim is to ensure that each team member is given adequate support and training to fully develop his or her professional goals. We have launched a Career Development Programme to help achieve desired career paths. Our in-house training programme (including internal induction and immersion in Luxembourg law) is open to all our lawyers, with additional specialist streams for our associates and students. We also offer language courses, technical and soft-skills courses, and coaching, and encourage external legal study (with discretionary grants available for professional projects).



## Working together, learning from each other

We consider our firm a multidisciplinary partnership, pooling our knowledge to support our partners. One example of this is mentoring by senior lawyers, which is an important feature of our career development plan. Our young lawyers are placed in teams with partners and counsels in a hands-on approach that ensures that everyone on the team can learn from one another while developing specialist and generalist legal skills. For associates and more experienced lawyers, a dedicated partner or counsel closely follows their development. Additionally, weekly practice group breakfasts involving partners, counsels, associates, support lawyers and trainees allow our lawyers to report on their activities and discuss current legal topics, ensuring vital and swift knowledge sharing.

## Developing excellence and innovation

We have a knowledge-development team of experienced lawyers whose aim is to provide all team members with professional legal support by developing, identifying, collecting and spreading the knowledge generated throughout the organization. The team is also in charge of training across the firm, providing thorough introductory "on-the-job" instruction to our junior lawyers, as well as coordinating and developing specific advanced legal training for our practice teams.



## Training interns and graduates

*Seeing it as our duty to transmit knowledge, we are committed to identifying and training promising lawyers as future team members. Each year, we welcome nearly 60 law students as interns. In 2021, we recruited more than 30 of these young graduates. During their first two years at the firm, they are supported through a "Welcome Training" programme and are mentored by our senior lawyers.*

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*Our HR team assists the integration of new team members professionally and personally. On the day of their arrival, they receive a presentation of the firm, its activities, its values and its commitments. During the first few months, we offer them a range of targeted administrative and legal training courses, and ensure our door is always open for anything they want to discuss.*

”

**Isabelle Schwall**  
HR Officer



## Acting for health and well being

The health and well-being of our team members is a top priority. We make every effort to offer a supportive and friendly working environment, with particular emphasis on well-being at work, work-life balance, and building a sense of community.

### “Fit for Health and Fit@work”

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*In 2014, we were awarded the Prix Santé en Entreprises (Corporate Health Prize) by the Luxembourg Health Ministry, acknowledging the quality and effectiveness of our initiatives for the health, safety and well-being of our team members. Building on this, we more recently launched the “Fit for Health and Fit@work” programme, which offers relaxation therapy, running classes for all levels, bodybuilding, activity classes, yoga and pilates. To promote a balanced diet, we also provide fresh fruit at work and organize healthy lunches.*

### Respecting work-life balance

Joining our firm means setting and surpassing the highest goals for ourselves and for our clients. We want our team members to know that committing to excellence demands time and dedication. Still, we will always stay vigilant about maintaining sound work practices in this ambitious context. We strive to ensure that our goals are realistic and achievable. We empower our team members by offering maximum flexibility regarding working hours. We pay close attention to workload and try to redistribute it if needed. To this end, we have set up a monthly self-reporting dashboard to identify lawyers who work too much overtime.

### Remote working for flexibility

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*During the COVID-19 pandemic, our teams showed unprecedented responsiveness and adaptability to ensure business continuity. Our IT support team was unrivalled in allowing remote working to be carried out in the best conditions. Proof of its success, our team members who choose to can continue to work remotely two days per week.*

### Preventing all forms of harassment

As part of our emphasis on diversity and inclusion, our Harassment Prevention Policy is one of several tools we have deployed to guarantee everyone a working environment free of moral, sexual or any other form of harassment. The aim is also to prevent the risk of excessive work pressure and burnout.

### Being part of a community

We want our team members to feel like a community and offer a variety of social events: monthly Friday drinks, wine tastings, lunch or dinner events, team activities, parties, a biennial skiing weekend, and team sports such as football. We also try to find ways to make the working day easier, such as in-house food delivery and laundry services. In 2021, we created a Hospitality Management team of three people to focus on creating the best possible social environment.



## Encouraging people's engagement

Elvinger Hoss is committed to making a positive contribution to the communities where we operate. Many of our employees want more than just a job; they want to work for an organization that shares their values, has a mission they believe in, and seeks to give back to society. Their motivation and engagement are our greatest strength. That's why CSR is not just a marketing strategy for our firm – social responsibility is a key part of the cultural and behavioural mindset within our organization and the way in which it operates. We believe that it has a positive impact on every aspect of our business. We are proud to play our part!

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*I've been a member of LILLA (Ladies in Law Luxembourg Association) for four years. The organization's main mission is to inspire women to pursue a career in law and to promote greater equality with the aim of gender parity. More and more female colleagues are participating in the events organized by LILLA. In the future, I hope to convince men to join us as well!*

**Caroline Bocklandt**  
Senior Associate

”

## A priority on health & safety

*In May 2020, we received a COVID-19 Assessment Certificate from Luxembourg's Occupational Health Association for the Tertiary and the Financial Sector (Association pour la Santé au Travail des Secteurs Tertiaire et Financier: ASTF) for our implementation of recommended COVID-19 prevention measures.*

## Men's role in gender parity

*In November 2021, on International Men's Day, we were proud to co-organize the webinar "Engaging men for better gender balance in the workplace" in collaboration with the Leaders of Tomorrow Forum, supported by Nobelux.*

## 'No Women, No Panel'

*In 2021, we joined the 'No Women, No Panel' campaign that advocates for gender balance at public events and encourages diversity by promoting female subject matter experts. The objective of the initiative is to better reflect economic reality and counteract lack of diversity, which limits both the quality of discussions and potential outcomes.*





*We aim to build better communities and a better future for all.*



# A responsible member of society



## Providing legal advice to those in need

We believe that making a positive contribution in our areas of expertise is not just ethically important, but fundamental to the integrity of the profession and the judicial system. That is why we offer pro bono legal expertise on a regular basis to help communities or individuals – in particular through NGOs, charities or other public interest organizations – on a range of issues they encounter. Our pro bono engagements include legal advice, representation and support. In return, our team has the opportunity to develop valuable experience and advocacy skills and to give back to society.

## Supporting a dynamic local economy

### **A helping hand for entrepreneurs**

Since 2020, in association with Luxembourg's Chamber of Commerce, through the #ReAct Programme we have been providing pro bono legal support to entrepreneurs who wish to develop, optimize, turn around, sell or terminate their businesses.

### **Incubating innovation**

We are a partner to Luxembourg's Paul Wurth InCub corporate incubator, which supports new tech and innovation start-ups in the industrial and construction sectors. To help these new businesses, we assist them in aspects such as their legal structure, their commercial strategy and the protection of their brand.

## Our commitments

Providing legal advice to communities and individuals in need

Supporting charitable and public interest initiatives

Adopting sustainable practices

## Serving the public interest

Lawyers have an important role to play in improving the quality of life in our communities and in creating opportunities for those who need it the most. These values are deeply anchored in the firm; since the beginning, philanthropy has been at the

core of our operations. Beyond the firm's actions, we encourage our team members to engage in solidarity initiatives or launch campaigns, while supporting our long-term philanthropy partners locally and internationally.



## Working for a better world

Our value-driven culture prompts us to endeavour to improve the lives of fellow citizens, in particular the most vulnerable. We actively support a number of philanthropic initiatives through sponsorships, donations or grassroots involvement, from long-term partners such as the Luxembourg Red Cross, Friendship, SOS Kannerduerf and the Fondatioun Kriibskrank Kanner, to specific campaigns and events with humanitarian, social, health or environmental objectives.

“We Care”:  
helping our team members make a difference

*Under the banner “We Care”, our firm supports volunteer initiatives launched and organized by our team members.*

## Groups & initiatives we support

### NGOS & CHARITIES

- The Luxembourg Red Cross
- Friendship
- Fondatioun Kriibskrank Kanner
- Unicef
- Fondation de Luxembourg

### LOCAL BUSINESS

- Chamber of Commerce’s House of Entrepreneurship
- The Paul Wurth InCub incubator

### CAMPAIGNS & EVENTS

- CNFL
- Orange Week
- FAL - World Autism Awareness Day
- Fondatioun Kriibskrank Kanner Létz Go Gold
- Fondation Cancer - Movember
- Pink October
- Friendship - Masks Initiative
- Red Cross - Buttek Stores, Bazar Croix Rouge on tour

- Walferdange Rugby team
- Fondation Cancer - Broschkriibslaf
- Care Luxembourg - Yemen
- UNICEF - Moria refugee camp
- SOS Villages d’Enfants Monde Digital Village
- Friendship - Inclusive Citizenship Programme
- Plooschter Projet
- FNEL - European Citizen’s Prize
- Race for the Kids





### The Luxembourg Red Cross

We have had a long-term partnership with the Luxembourg Red Cross since 2010, supporting the charity through fundraising, pro bono work and volunteering. Our entire staff has participated in Red Cross annual events and campaigns, making collections for refugees, organising internal fundraising events, donating blood, and many other projects.

### Friendship

This NGO focuses on health, education, economic development, cultural preservation and emergency assistance for the poorest and most marginalized communities in Bangladesh. Among other initiatives, we have been providing support to Friendship’s Inclusive Citizenship Programme for many years by training paralegals – the majority of whom are women – within the remote communities in which they serve to enable them to provide initial legal advice.

### Fondatioun Kriibskrank Kanner

Since 2008, we have provided financial support to the Fondatioun Kriibskrank Kanner, whose mission is to raise awareness of childhood cancer, accompany the affected families and actively support paediatric oncology research.



*When I joined Elvinger Hoss in 2014, I heard about the NGO Friendship. Its mission, work and principles immediately appealed to me. I wanted to get involved in the field, so I took part in a seminar with the NGO’s paralegals. It was a very moving and enriching experience and was the spark that led me to become active with the NGO in Luxembourg.*

**Laura Arpetti**  
Senior Associate



### Building resilience in the COVID-19 crisis

*The pandemic has had a significant impact on businesses. In association with the Chamber of Commerce, Elvinger Hoss showed its solidarity by supporting the #ReAct programme, providing pro-bono legal and strategic support to help entrepreneurs get through this unprecedented crisis. Between May 2020 and June 2021, the programme received more than 300 requests from entrepreneurs.*

### Standing with Ukraine

*In response to the armed conflict in Ukraine in 2022, we donated to the Luxembourg Red Cross international aid fund for the victims. We also provided support for the Red Cross fundraising concert for people affected by the war in Ukraine at the Philharmonie Luxembourg.*

### Promoting education in Guinea

*Lack of digital access can mean lack of access to education altogether. The COVID-19 crisis and the resulting school closures starkly exposed the digital divide, particularly in developing countries. To help address this, in 2021, we allocated a special budget*

*to sponsor the “Digital Village” project in Kankan, Guinea, where 14,326 schools were closed due to COVID-19, affecting nearly 3 million learners from preschool to secondary school. The project equipped the 12 homes in the village with computer equipment to enable access to learning.*

### Supporting flood victims

*In July 2021, Luxembourg suffered heavy flooding. Red Cross staff and volunteers immediately engaged in providing assistance to victims, giving them access to necessities, providing information about what to do, and setting up a dedicated helpline. We donated to the Luxembourg Red Cross Solidarity Fund to support those affected by this natural disaster.*

### Running for children with cancer

*As in previous years, our firm was again a gold sponsor of the charity run LÉTZ GO GOLD organized by the Fondatioun Kriibskrank Kanner. A total of 906 participants – women, men and children, including 53 of our team members – participated in the run to raise money to support paediatric oncology research and families affected by the disease. Our team beat their 2020 record, raising over €43,000 – the most of any corporate team!*



## Our commitments

Providing legal advice to communities and individuals in need

Supporting charity and public interest initiatives

Adopting sustainable practices

## Protecting the planet

Despite the limited environmental impact of our business, we have a responsibility both as a firm and as individuals to protect the planet today and for future generations. We are committed to continually improving our environmental performance and impacts. To this end, we go beyond ensuring compliance with legislation

related to energy use and pollution, exploring ways to reduce consumption of energy and resources by implementing best practices and setting targets. We also promote eco-responsible and energy-efficient behaviour in our team members through awareness-raising campaigns and projects.

## Adopting sustainable practices

In the framework of our environmental policy, we have implemented a sustainability management programme to reduce the harmful impacts of our operations. The programme was designed after determining the aspects of our business with the highest potential effects on the environment and consists of the following key aims.

### Reducing resource use

We strive to minimize our consumption of energy and other resources. We monitor our energy use, and increased energy efficiency is considered for all new equipment and renovations. We are working to improve the insulation of our offices and intend to install solar panels on our premises as a source of renewable energy. In addition, we have installed water filters on our taps to allow flat or sparkling water or hot water, to avoid plastic waste and the transportation of bottled water. We are also actively reducing paper in our office by putting in place measures to avoid all unnecessary copies.

### Reducing our carbon footprint

In our ongoing efforts to reduce our greenhouse gas emissions, one major focus is the impact of transport. We promote modes of transport that minimize environmental impact for business travel and commuting, and seek to reduce travel as much as possible. We encourage our employees to use free public transport and offer secure places to park bicycles and e-scooters. Recently, we have created two charging stations for electric vehicles.

### Reducing waste

In recognition of our work to enhance individual and collective responsibility for reducing waste through recycling and sorting, since 2011 we have been awarded the "SuperDrecksKëscht fir Betriber" quality label, which certifies companies with good waste management.

### On your bikes

*In 2022, we participated in #MVOS22 (Mam Vëlo op d'Schaff: 'By Bike to Work/School'), a competition organized by Luxembourg's Ministry of Mobility and Public Works to promote cycling. This awareness-raising campaign aims to reduce individual car use in favour of cycling and multi-mobility.*

***We have created two charging stations for electric vehicles.***



*We prioritize suppliers in proximity to support local businesses, working with partners who share our eco-responsible vision. We use glass water bottles made in Luxembourg, biodegradable packaging for meals, and jute or kraft paper bags. We recently conducted a study of the firm's carbon footprint and are working to reduce it in the aim of continuously improving our environmental sustainability, year after year.*

**Marc Schroeder**  
Facility & Logistics Manager



## Promoting recycling

We have strong initiatives to encourage recycling. We also prioritize environmentally friendly products: for example, we exclusively use recycled or recyclable packaging and recycled FSC paper, and we choose office supply products that are reusable or made from recycled and/or recyclable materials whenever these are available.

## Promoting local & fair trade

Whenever possible, we limit the environmental and social impacts of our purchases, in order to promote good practices in sustainability, ethics and human rights. We review the environmental credentials of our suppliers and purchase as many products as possible locally to reduce delivery distance. During the COVID-19 crisis, we distributed gift vouchers from local retailers to support the local economy. Since the beginning of 2010, we have also actively supported fair trade coffee, sugar, chocolate and orange juice for consumption on our premises and in our promotional events

## Auditing our carbon footprint

*In our goal to reduce our carbon footprint, in 2022 we partnered with EnergieAgence, a Luxembourg energy efficiency consultant, to calculate our CO<sub>2</sub> emissions. Our 2021 emissions represented the equivalent absorbed by 55,641 trees – or 144 trees per team member / 7 trees per square metre. We are now identifying the most effective ways for us to reduce or offset these emissions.*

## Improving alternative mobility options

*Since 2021, we have taken part in the Place de l'Etoile Inter-Company Mobility Project to study alternative, accessible modes of transport for employees, depending on their locality. The project aims to offer sustainable mobility options to reduce emissions and improve daily lives. The analysis will include a comparison of times between different modes of transport, and the final report will be shared with all participating companies.*

## Joining a climate task force

*Last year, we joined the Science-Based Targets & Climate Action Luxembourg Task Force, which aims to create a collaborative platform and synergies for organizations to set and achieve greenhouse gas reduction targets according to climate science, allowing members to discuss the topic and learn from experts and organizations already engaged in the process.*

*We limit the environmental and social impacts of our purchases.*





Looking ahead  
with our ESG  
committee

# Our CSR strategy for 2023 & beyond





*Since the founding of our firm, we have always been driven by personal and professional conviction. Today, we need to give more visibility to our CSR actions and our ambitions. This is a paradigm shift for us, and an opportunity to allow each of our team members to increase their involvement. With the firm behind them, it is our team members who boost the momentum and embody the values we stand for.*

**Manou Hoss**  
Managing partner



*Our main challenge is to ensure our commitments and ambitions are truly shared within our firm. Everyone makes their own personal choices in life, and by placing the bar too high, things can quickly turn sour. Our mission is to offer a spectrum of possibilities to play a part and enable everyone to do as much or as little as they are willing or interested in doing.*

**Marc Elvinger**  
Partner



*I believe it is important to continue to strengthen our strategy, which is anchored in our identity and the many commitments we make on a daily basis in our firm. It is essential that everyone feels part of our goals. This makes it critical to capitalize on our strengths, which are proximity, listening, and a determination to increase performance at all levels.*

**Christel Bertin**  
General Manager



*Our commitments will influence the very future and continuation of our firm. Our clients and our teams have high expectations. The women and men working with us are our greatest strength, and as we continue to increase diversity and openness, we will also reinforce our values and our social responsibility.*

**Thierry Kauffman**  
Partner





*What we need today is to encourage dialogue to cultivate our collective intelligence and give new impetus to shared commitments. We must allow our members to voice their thoughts and find their own means of action. Their involvement is crucial to make a measurable impact, give credibility to our initiatives and boost our strategy.*

**Joachim Cour**  
Partner



*Being aware of our impact has always been part of our firm's culture and values. Now more than ever, we need to expand our perspectives: setting clear and realistic objectives and targets, initiating a collective movement to get everyone on board to strengthen our efforts.*

**Olivia Moessner**  
Partner



*As forging a career is no longer necessarily the ultimate goal in life, we need to support each of our team members in their quest for meaning by applying the values of respect, solidarity and dedication we advocate. This will encourage the new generation to feel aligned with our strategy and commitments and motivated to drive new initiatives.*

**Katia Panichi**  
Partner



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