

Boost your business with Sustainability

Biörn Riese



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Who are we?

- Mannheimer Swartling in a nutshell



Mannheimer Swartling is the leading business law firm in the Nordic region.

- Origins go back to 1877
- Offices in: Stockholm, Gothenburg, Malmö, Helsingborg, Frankfurt, Berlin, Brussels, Moscow, Hong Kong, Shanghai and New York
- Independent, executing regional and international advice seamlessly
- International presence through our own offices and best friends
- Turnover around SEK 1.2 billion
- Approximately 400 lawyers (600 employees)

The back-ground...



Corporate governance, environmental and ethical issues, including human rights, are becoming more and more integrated around the world

Sustainability is

- ✓ the art of doing business in an interdependent world
- ✓ a strategic issue

Our corporate culture: Long-term thinking and core values!



Long-term thinking is a part of the firm's corporate culture underscored by our core values

- ✓ quality
- ✓ business focus
- ✓ team spirit

There is a strong connection between rule of law, legal predictability, business law, sustainability and human rights

As the leading law firm in the Nordic region, we have a responsibility to stakeholders such as clients, employees, business partners and the community at large

We are a knowledge company!



Sharing of knowledge, internally and externally, is a fundamental part of our corporate culture. It is also essential to our role as advisors to offer legal services of the highest ethical and professional standards and integrate sustainability in our advisory role primarily in relation to clients but also the community

Social and legal issues have become increasingly important...



For many years, the firm has been engaged in social and legal issues that have become an increasingly important part of our clients' business development and corporate governance efforts

By sharing with others what we do as part of our sustainability efforts, we strive to:

- ✓ Become industry leaders in sustainable development
- ✓ Develop our own operations, with continued focus on sustainability
- ✓ Provide support and advice to others in their sustainability efforts in our role as advisors

Four focus areas for our sustainability efforts



We became the first Nordic law firm to report our sustainability work 2013 (G3). Next report is due mid 2015 (G4).

Our sustainability efforts focus on the following areas of our business where we can ensure our sustainable leadership:

- ✓ Ethics and Compliance
- ✓ Organisation and personnel
- ✓ MSA in society (pro bono)
- ✓ Environment

Ethics and compliance



Ethics and compliance are inherent to our core value “quality”

We operate in several countries and must ensure that operations are conducted in accordance with the laws and regulations of each country

We constantly weigh strategic and ethical considerations beyond these thresholds with the goal of achieving the highest possible quality

We became the first law firm in the Nordic region to launch a department specifically dedicated to quality and risk management

Our Corporate Compliance & Investigations practice group focuses on ethics and compliance matters

Organisation and personnel



As a knowledge-based company, we are dependent on how our employees perform

To attract the best students and then to develop and retain them is central to the firm's future

Our culture of “true partnership” plays an important role as it provides our employees greater opportunities to thrive, develop and perform without peer competition

“True partnership” also means that all lawyers have the same salary development and participate in a collective bonus program where there are no individual incentives thereby increasing the sense of belonging to the same team

MSA in society (pro bono)



The initiative “Mannheimer Swartling in society” promotes human and social rights, both in Sweden and abroad. Projects cover a wide area within law from supporting vulnerable children and young people to courses in human rights for lawyers from around the world

We promote the development of research and higher studies in law

The firm has a long tradition of sharing knowledge outside the organisation by actively participating in and supporting legal developments in society

Environment



Sustainable leadership means that we provide a good example when it comes to contributing to a better environment, and that we influence the stakeholders with whom we interact on a daily basis to also promote a sustainable society

Sustainability-related issues in the area of the environment are a natural part of the work of the firm's Environmental Law practice group and the Climate Change practice group

Some contacts



Björn Riese
**Chairman of the Board,
Partner**

Phone: +46 8 595 064 24
Mobile: +46 709 777 424
Email: br@msa.se



Thomas Lagerqvist
Senior Counsel

Phone: +46 8 595 064 81
Mobile: +46 709 777 481
Email: tla@msa.se



Emma Ihre
Head of Sustainability
(Effective November 2014)

Phone: +46 8 595 061 90
Mobile: +46 709 777 190
Email: emih@msa.se



Andreas Steen
Senior Associate

Phone: +46 8 595 061 66
Mobile: +46 709 777 166
E-mail: ste@msa.se

Please visit www.mannheimerswartling.se for further information about our own sustainability work and the Corporate Compliance & Investigations Group