

# ESG REPORT 2023

OUR COMMITMENTS



**ELVINGER  
HOSS**  
LUXEMBOURG LAW



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## THANKS

We would like to thank all those who contributed to this report, especially during the interview phase and the photoshoot.







## Embracing ESG

As lawyers, we cannot ignore the major issues facing the world today, and what they represent for ourselves and others. Our role is crucial and we take our responsibility seriously: we have a duty to our clients, to our team members, and to society.

Our firm played a fundamental role in the early development of Luxembourg as a financial centre, and we actively support institutions and organisations that promote maintaining its strength and resilience.

As a law firm, we have embraced our responsibility to society and consider uncompromising integrity, ethics and deontology fundamental to our profession. Three Elvinger Hoss Prussen partners have had the honour of serving as President of the Luxembourg Bar over the past 60 years, a testament to the absolute importance we place on ethics and excellence in professional conduct.

From the beginning, we have sought to provide our team members with a rewarding, diverse and inclusive work environment, with all team members' empowerment a top priority. We appointed our first female partner in 1992 and have a 45% of women partners totalling 8 nationalities and I have been Managing Partner for more than 15 years.

**Manou Hoss,**  
Managing Partner -  
Elvinger Hoss Prussen

As citizens, we aim to play our part as a partner to non-profit organisations and philanthropic initiatives for causes that are particularly important to us.

*As a law firm, we have always embraced our responsibility to society*

In 2023, these long-standing commitments that we have proudly developed over 60 years were taken a step further. Working with one of the leading firms in ESG consulting, we undertook a comprehensive review to further enhance our ESG policy and better report our actions. We are now well positioned to meet the requirements of the EU's Corporate Sustainability Reporting Directive and to advise our clients on all ESG-related matters.

The extra-financial reporting landscape is poised to undergo a major transformation. For firms, meeting the requirements of upcoming regulatory changes brings challenges, but we are convinced that they will also bring rewards, as they ultimately serve the greater good.

## About us

Elvinger Hoss Prussen is a top-tier law firm that advises clients - businesses, institutions and individuals - on their most critical legal matters. Independent in structure and spirit, the firm was founded in 1964 by lawyers who were pioneers in the development of the emerging Luxembourg financial centre. With headquarters in Luxembourg and extensive cross-border collaboration with the most reputable law firms internationally, Elvinger Hoss Prussen continues to be driven by its founding principle: to deliver the best, most comprehensive multidisciplinary legal service with expertise and integrity.

ELVINGER HOSS PRUSSEN

**2024**

- 60  
years of experience
- 500  
team members
- 35  
nationalities
- 55  
partners
- 3  
continents with 3 offices  
and 1 partner office

## Our values

### **Responsibility**

#### **Sharing a sense of ownership**

We are a team. Everyone working at Elvinger Hoss Prussen plays an integral role in upholding the firm's culture and reputation, and the uncompromising commitment of every member of the firm is key to our success.

### **Innovation**

#### **Creating new opportunities**

We proactively seek out the best solutions and services for the complex emerging issues of our clients.

### **Excellence**

#### **Setting high standards**

We strive to deliver unparalleled advice for our clients on their most critical legal affairs, with the highest standards of excellence, ethics and compliance.

### **Respect**

#### **Embodying integrity**

We cultivate a culture of common interest, mutual support, respect and knowledge-sharing, with a priority on ethics, integrity and professional freedom. We take our duty to society and our civic and environmental responsibility seriously.

## 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. This unique structure allows our group of experts to cover a broad spectrum of matters affecting this sector, providing continuity of service as issues develop, and building strong 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, in Luxembourg or 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, and high-net-worth individuals.



# Five key market trends

## *Transforming the legal advisory landscape*

### 1 Clients' sights consider ESG performance

ESG considerations have become important in recent years, with new regulations in force. In the funds industry, we are helping clients navigate their ESG legal obligations. In the corporate sphere, ESG will need to be measured in line with the EU Corporate Sustainability Reporting Directive. We work to enable our clients to be proactive and to respond promptly to these obligations, helping them stay abreast of market and regulatory developments and providing comprehensive support in implementing their reporting obligations.

### 2 Law firms must not only deliver legal advice but also best legal services

The landscape of legal advice is evolving, and law firms are now expected to deliver legal service that go beyond legal advice. Law firms must take on a broader role and be able to address clients' complex needs. Our firm is a forerunner in providing comprehensive legal services, from best advice to best service.

### 3 Emerging technologies are reshaping the way legal advice is delivered

New technologies such as artificial intelligence offer unprecedented opportunities for law firms to deliver excellence to their clients and to improve team members' quality of life at work. Legal tech tools assist in delivering more client-centred services and increase accuracy and productivity by enabling our team members to focus on their primary mission: legal services. Yet they also bring new challenges - for example, privacy and data management - and continuously create new ways of working. As a future-forward firm, our teams are assessing and adopting new technologies to strengthen our expertise and deliver excellence to our clients.

### 4 Team members seek work-life balance

The legal profession is demanding, but this should not come at the expense of the quality of life of our team members. Our firm places great value on including the development and empowerment of our staff as key performance indicators, thus providing our team members with a rewarding, flexible and inclusive work environment.

### 5 Social responsibility

Our society is facing unprecedented challenges. There is a growing expectation from all stakeholders - clients, investors, team members, citizens - that law firms must actively contribute to improving communities. We are proud to play our part and have forged close ties with several major non-profit organisations, local and international, which we support financially and with pro bono programmes.



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# Our ESG approach

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Our commitment to be a sustainable player and to promote strong social and governance programs has always been a priority. In 2022, we went a step further in measuring and reporting on our initiatives in the area of ESG. We voluntarily published our first Corporate Social Responsibility review. In 2023, we decided to strengthen our ESG approach, enlisting the expertise of Tennaxia, a leading firm in ESG consulting and reporting. A key aim was to involve all Elvinger Hoss Prussen team members and all our stakeholders in this initiative, making this a collective endeavour.

This report highlights the cornerstone and the commitments that serve as the foundation of our updated ESG policy, our achievements so far, and our objectives for 2030.

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## FOCUS

### Preparing for the CSRD

Elvinger Hoss Prussen is committed to meeting the new extra-financial reporting standards and obligations that will come into force in 2026 with the EU Corporate Sustainability Reporting Directive (CSRD). The publication of this ESG report is a first step towards this more comprehensive reporting.



# Perspectives on the development of the ESG policy



**Loïc Dupuy,**  
Senior CSR Consultant  
at Tennaxia



**Christel Bertin,**  
General Manager  
of Elvinger Hoss Prussen

In 2023, Elvinger Hoss Prussen enlisted the expertise of Tennaxia, a leading firm in ESG consulting and reporting, to strengthen the firm's ESG approach. This collaboration has enabled us to structure our ESG policy around three cornerstones, each associated with specific commitments and set objectives. Christel Bertin, General Manager of Elvinger Hoss Prussen and Loïc Dupuy, Senior CSR Consultant at Tennaxia, give their insights on the key milestones and drivers of success of this collaboration.

## What were the highlights of the collaboration between Elvinger Hoss Prussen and Tennaxia?

→ **Christel Bertin** The insights from the materiality analysis enabled us to perform a comprehensive review of our ESG issues, to prioritise them and to refine our strategy in line with these priorities. It also allowed us to reinforce our approach with specific commitments and 2030 goals.

→ **Loïc Dupuy** The materiality analysis is always a significant moment for a company committed to ESG. With Elvinger Hoss Prussen this was a true collaboration: far from taking what we presented for granted, the team questioned and challenged the results in order to build an ESG strategy that was fully in line with the firm.

## How was the approach perceived by Elvinger Hoss Prussen's stakeholders?

→ **Christel Bertin** Our team members really embraced and got involved in the initiative. We asked for their feedback and opinions through a survey. Our clients were very positive about the initiative, proof of the growing concern about ESG issues and the importance of intensifying our efforts.

→ **Loïc Dupuy** The quality of the discussions we had with all Elvinger Hoss Prussen stakeholders to gather information for the materiality matrix was very high, which demonstrates the firm's excellent relationships with its stakeholders. It is rare to deal with a management team so fully committed to tackling ESG issues.

## What were the main insights arising from the materiality matrix?

→ **Christel Bertin** It reinforced the convictions we have long upheld: the crucial importance of enabling our team members to achieve their full potential in a nurturing and diverse environment, and the strict ethical standards expected by our clients.

→ **Loïc Dupuy** The materiality matrix made it clear that the firm was already focusing on its stakeholders' key expectations: irreproachable business ethics and prioritising the well-being of its team members.

## What are the next steps to further develop the firm's ESG policy?

→ **Christel Bertin** We plan to continue to strengthen our approach and to better report the actions that we carry out to align with the extra-financial reporting requirements in the CSRD. We have already identified several priorities, such as conducting a carbon footprint assessment and forging new partnerships with non-profit organisations.

→ **Loïc Dupuy** When the CSRD comes into force in 2026, this will disrupt many companies. With this ESG report, Elvinger Hoss Prussen has just taken a crucial first step towards complying with the upcoming requirements. The firm is now aware of its priority action areas to ensure compliance with the new directive.

# The methodology

# Our stakeholders

To strengthen our ESG strategy, we carried out the following steps, assisted by Tennaxia's expertise:

**STEP 1**  
**Audit of our previous ESG strategy and determining competitive benchmarks**

We audited our initial ESG strategy and reviewed the ESG policy of our main competitors to identify initial areas for improvement.

**STEP 3**  
**Identification and ranking of extra-financial risks**

Based on these interviews and competitive benchmarks, we then identified and classified the extra-financial risks associated with our activities.

**STEP 2**  
**Stakeholder mapping and stakeholder interviews**

We identified, ranked and prioritised our stakeholders, and then selected more than 20 with whom we conducted interviews and explored a number of ESG issues.

**STEP 4**  
**Materiality analysis**

We then used this classification to develop a materiality matrix (see page 16).

**STEP 5**  
**Defining our ESG strategy**

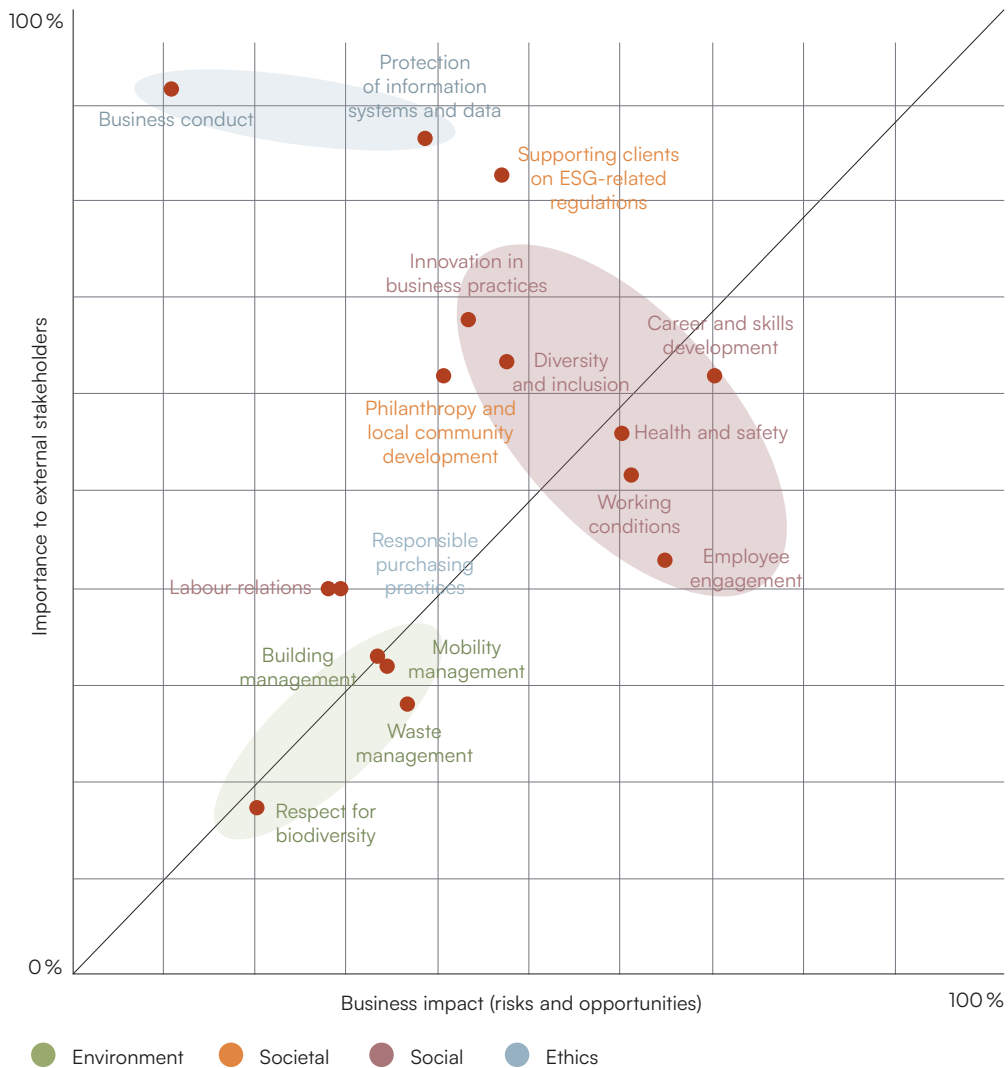
This materiality matrix enabled us to define an ESG strategy in line with the conclusions, based on three cornerstones and nine commitments.

- **CLIENTS**  
to whom we provide legal expertise and services.
- **BUSINESS PARTNERS**  
which contribute to the smooth operation of the firm's activities.
- **SUPERVISORY AUTHORITIES**  
which monitor our activities and can help us grow.
- **SUPPLIERS**  
which deliver services and products to the firm.
- **TEAM MEMBERS**  
who strive to deliver excellence to our clients.
- **SCHOOLS AND UNIVERSITIES**  
which train the next generations of lawyers.
- **CIVIL SOCIETY AND NON-PROFIT ORGANISATIONS**  
which help communities and which we can support with pro bono assistance or donations.
- **COMMUNITIES**  
which we are a part of.
- **THE ENVIRONMENT**  
which we impact through our activities and must protect.



# Our materiality analysis

A materiality analysis was conducted in 2023 to identify our main ESG priorities in light of our activities and the expectations of our stakeholders. This highlighted several key ESG issues for Elvinger Hoss Prussen. One of these is the significant role of the human element within our firm, emphasising the importance of promoting career development, fostering a diverse and inclusive workplace, nurturing a supportive and friendly working environment, and boosting employee engagement. The materiality matrix also highlighted how crucial it is for us to continually innovate to strengthen our expertise.



# ESG governance

Since 2018, our ESG strategy has been overseen by a dedicated ESG committee that has guided our approach. The committee is made up of seven partners and our General Manager. They discuss ESG governance and strategy, select our partner NGOs, budget our donations, and promote and develop our pro bono commitments. Together as a firm, we are working to continuously improve our ESG strategy and initiatives, putting sustainability at the heart of how we develop.

# Our ESG roadmap for 2030

Based on the materiality analysis we conducted with all our stakeholders, we determined three cornerstones for our ESG strategy. These involve being:

- A responsible partner
- A responsible employer
- A responsible member of society

For each cornerstone, we defined specific commitments and set objectives for 2030.

## **A RESPONSIBLE PARTNER**

### **Guaranteeing ethics in conducting business with our clients**

- Train all our lawyers in ethical business conduct
- Continue to mitigate the risks of corruption and to ensure protection for whistleblowers

### **Supporting our clients in ESG matters**

- Create a team of experts dedicated to ESG services
- Raise awareness among our team members about ESG issues

### **Innovating to strengthen our expertise**

- Reduce time-consuming daily tasks to boost team members' performance

### **Safeguarding our clients' and employees' data**

- Train all our team members in cybersecurity and data protection

## **A RESPONSIBLE EMPLOYER**

### **Promoting career development**

- Ensure that all our team members benefit from relevant training every year
- Continue to ensure that all our team members receive an annual performance and career review

### **Nurturing a supportive and friendly working environment**

- Maintain zero cases of proven harassment or discrimination within the firm
- Foster a workplace conducive to a better work-life balance
- Maintain 80% team members satisfaction regarding their workstation
- Reduce psychosocial risks

### **Fostering an empowered, diverse and inclusive workplace**

- Continue to be an example in gender equality
- Communicate about career opportunities within the firm for individuals with disabilities

## **A RESPONSIBLE MEMBER OF SOCIETY**

### **Reducing our environmental footprint**

- Reduce our carbon footprint and our water consumption
- Recycle 75% of our office waste

### **Leveraging our expertise to support civil society**

- Offer support to at least five non-profit organisations with local and international reach
- Enable team members to offer pro bono assistance or skill-based volunteering





# A RESPONSIBLE PARTNER

For the firm, being a responsible partner means proactively seeking out the best possible solutions to the complex and emerging issues that our clients face. We are keenly aware of the crucial role we play in helping them navigate a fast-changing world. To this end, we strive to deliver advice with the highest standards of excellence, ethics and compliance, but also the best service to our clients.



“Elvinger Hoss Prussen has always made excellence and ethics the cornerstones of its strategy. Today, we are committed to offering our clients increasingly comprehensive support by providing them not only with the best legal advice, but with the best legal service.”

Sophie Laguesse, Partner

## Elvinger Hoss Prussen's values and convictions underlie four unwavering commitments:

Guaranteeing ethics in conducting business with our clients

2030 → Train all our lawyers in ethical business conduct  
→ Continue to mitigate the risk of corruption and to ensure protection for whistleblowers

Supporting our clients in ESG matters

2030 → Create a team of experts dedicated to ESG services  
→ Raise awareness among our team members about ESG issues

Innovating to strengthen our expertise

2030 → Reduce time-consuming daily tasks to boost team members' performance

Safeguarding our clients' and team members' data

2030 → Train all our team members in cybersecurity and data protection



# 1 COMMITMENT

## Guaranteeing ethics in conducting business with our clients

A RESPONSIBLE PARTNER

Integrity, ethics and deontology are inherent to the very nature of our profession. For us, being a responsible partner involves ensuring that respect for ethics and rules is a management priority in its own right and a common concern at every level of the firm and its practices.

### Legal excellence at all levels

Our long-standing commitment to excellence, ethics and compliance has contributed to our leading position in the industry. To best serve our clients' interests, our team members must be responsive, deliver pragmatic and valuable advice, and work quickly with extreme precision. Independent in spirit and structure, we nurture a distinctive culture, with high expectations of each other and exacting standards in our work for clients.

### Eradicate the risk of ethics incidents

Since the creation of the firm, we have consistently prioritised ethics. We have implemented several measures that aim at eradicating the risk of ethical incidents within the practice. Before accepting a case, we apply rigorous vigilance to avoid any conflicts of interest with our clients. We have also implemented a very strict policy to protect whistleblowers. A significant number of our lawyers are trained in ethical business conduct, including deontology and data secrecy.

### KEY INDICATORS

#### 2030 goals

- Mitigate the risk of corruption
- Continue to ensure protection for whistleblowers
- Train all our team members in ethical business conduct, including deontology and data secrecy

#### In 2023

- 100% of our team members have been trained in ethical business conduct
- 100% of risk positions were covered by anti-corruption and bribery training programmes
- 0 proven cases of corruption or bribery within the firm were uncovered.

### FOCUS

#### Commitment to support the Luxembourg Bar

We are proud to support the work of the Luxembourg Bar. More than a dozen of our partners and lawyers are active members in its 20 work commissions, and three are acting presidents of commissions.

- Nathalie Prüm-Carré  
Commission du droit administratif au Barreau du Luxembourg
- Katrien Veranneman  
Commission du droit européen au Barreau du Luxembourg
- Manou Hoss  
Commission de l'intelligence artificielle au Barreau du Luxembourg

Since the firm was founded 60 years ago, three of our partners have had the honour of serving as President of the Bar. We undertake legal and doctrinal work (articles, conferences, ...) that directly contributes to improving legal knowledge and access to justice. In addition, we take part every year to the Journée européenne du Barreau. On this occasion, participating lawyers provide advice in an Open Day forum. We equally maintain close ties with the Comité du Jeune Barreau du Luxembourg by sponsoring activities and by participating in their conferences.

Young team members are regularly part of the Comité du Jeune Barreau and two of our partners served as past President. Finally, we strive to strengthen ties between the different Bars on an international scale and one of our Partners who is a past President of the Bar serves on the IBA committee.

## 2 COMMITMENT

# Supporting our clients in ESG matters

A RESPONSIBLE PARTNER

Environmental, social and governance (ESG) issues have become increasingly important in recent years, and investors are using ESG considerations to steer their investment decisions. A comprehensive package of new legislation and guidance documents related to sustainable finance and ESG reporting has recently been published by both national and European authorities, and this development will continue in the coming years. We help our clients navigate this continually evolving ESG landscape.

### A partner in ESG

While the legal and regulatory requirements of ESG involve challenges, they also offer many emerging opportunities. We stay abreast of market developments and regulatory changes in order to keep our clients up to date and provide them with comprehensive support in the implementation of ESG requirements.

#### Our ESG services include:

- Advising on ESG market trends and developments.
- Advising on compliance with all relevant regulations and directives such as the Sustainable Finance Disclosure Regulation (SFDR), the Taxonomy Regulation and the Corporate Sustainability Reporting Directive.
- Drafting and reviewing of SFDR-related requirements in respect of prospectuses, annual reports, websites, LPAs and marketing communications.
- Advising on regulatory filings involving SFDR pre-contractual disclosures, SFDR Article 8 and 9 and relevant Commission de Surveillance du Secteur Financier (CSSF: the main Luxembourg financial regulatory authority) positions on the SFDR.
- Accompanying ESG governance and risk management for AIFMs, UCITS management companies as well as for credit institutions and other financial sector regulated entities.

- Reviewing compliance of SFDR-related policies for AIFMs and UCITS management companies.
- Integrating ESG in legal due diligence as part of investment and acquisitions.
- Reviewing of CSRD-related requirements in respect of annual management reports.
- Advising boards on ESG compliance and liability risks.

We also provide our clients with resources to better understand European legal and regulatory developments, including digital publications available on the “Insights” section of our website.

## KEY INDICATORS

### 2030 goals

- Create a team of experts dedicated to ESG services

### In 2023

- 16 of our lawyers were involved in ESG advisory missions



“While the new ESG reporting framework poses certain compliance challenges, sustainable finance offers significant business opportunities for those willing to embrace it. We help our clients seize these opportunities by delivering comprehensive and multidisciplinary legal advice and services.”

Thomas Göricke, Partner



## Expert Guidance on SFDR Compliance and Fund Upgrades

We offer advice on the various SFDR disclosure requirements and guide clients through the update of their fund documentation, which includes obtaining regulatory approvals where necessary. We also advise fund managers on the impact of the sustainable finance rules on their operations and procedures.

We regularly assist our clients with the uplift of their funds from SFDR article 6 to articles 8 and 9. We advise them on all aspects of the project: initial feasibility assessment, advice on key article 9 concepts, drafting and reviewing disclosure, and obtaining regulatory approval, if necessary. In this respect, we advise on all strategies and asset classes as well as regulated and unregulated funds.

Our experience includes advising managers on SFDR compliance and disclosures.

Here are some examples of the work we conducted in 2023:

**1** → We assisted a large Swiss promoter with the uplift from SFDR article 8 to article 9 in respect of a fund investing in private companies that provide solutions to reduce and/or avoid environmental pollution from plastic waste or that decrease greenhouse gas emissions in the plastic value chain. We assisted with the review and drafting of all required SFDR disclosures and advised on aspects of the "sustainable investment" test.

**2** → We advised a French multiple-expertise pan-European asset manager whose investment policy concerns the financing of infrastructure projects on their SFDR article 9 strategy, which is focused on contributing to climate change mitigation through the reduction of greenhouse gas emissions.

**3** → We assisted a US asset manager specialising in low carbon and renewable energy infrastructure whose aim is to support decarbonisation in the transition to Net Zero through the generation or procurement of renewable energy and sponsorship of storage and associated grid services with SFDR article 9 disclosure requirements.



## On the cutting edge of ESG regulatory developments

To ensure we are ahead of the curve of legal and regulatory developments, we participate in a number of industry working groups related to sustainable finance. These include the Association of the Luxembourg Fund Industry (ALFI) the European Fund and Asset Management Association (EFAMA), Invest Europe and the FEDIL - The Voice of Luxembourg's Industry. We also cultivate close contacts with the Luxembourg regulator, the CSSF.

In addition, we are one of nine private entities in the Luxembourg financial sector to form the International Climate Finance Accelerator (ICFA Luxembourg),

a public-private partnership created in the framework of the Luxembourg Climate Finance Strategy that supports innovation and high-impact strategies to develop tomorrow's leaders in this sector. This initiative has received the support of the European Investment Bank.

## The Elvinger Hoss Prussen ESG Lab

In 2024, we launched our ESG Lab to create synergies between ESG themes. Through this initiative, we aim to continuously enhance their expertise and ensure the highest quality of service for our clients.

# 3 COMMITMENT

## Innovating to strengthen our expertise

A RESPONSIBLE PARTNER

### Leading the way in cutting-edge innovation

Innovation creates limitless opportunities for firms that can think one step ahead. Elvinger Hoss Prussen cultivates a culture of innovation to stay at the forefront of legal and technological advancements by identifying and analysing the evolving needs of our clients and the legal industry, adapting our solutions to meet these challenges. Our commitment to digital innovation drives us to seek out and implement cutting-edge technologies to deliver innovative legal services while constantly adapting our IT infrastructure to be able to accommodate them.

We recognise that data is a key tool in machine learning and artificial intelligence. Through rigorous data analysis, we can refine our strategies and improve our operations to deliver unparalleled expertise. Close collaboration with leading legaltech providers such as iManage, Microsoft, Thomson Reuters, Luminance, ClauseBase, Lexis Nexis and others are key in this process.

We are continuing to implement new solutions to assist our team members in daily tasks, such as the legal document automation software Contract Express and the Luminance due diligence tool, incorporating artificial intelligence into our processes to make them more efficient and enable our team members to focus on their primary mission: legal expertise.

To deliver excellence for our clients, we must anticipate their needs in a complex and rapidly evolving environment. This requires continuously innovating state-of-the-art solutions and assessing and adopting new technology that optimises our services.

## FOCUS

### Leveraging the power of AI in our due diligence offer

Artificial intelligence is reshaping the due diligence landscape. Traditional due diligence investigations are time consuming and labour intensive, as they require reviewing a large volume of legal and financial information. Incorporating AI can significantly streamline the process by automatically categorising the documents and facilitating the identification of relevant information and insights. This translates into a faster and more cost-effective process for clients. To capitalise on this new opportunity to serve our clients, we started investigating how to best incorporate AI in our due diligence process. We selected a leading solution provider that guarantees the highest information security which is now operating and available for all team members.

### Supporting the Luxembourg entrepreneurial ecosystem

We value the entrepreneurial drive to constantly create new opportunities through a judicious mix of ambition, agility and resilience. Supporting entrepreneurs with their legal needs is a long-standing priority of our firm.

In association with Luxembourg's Chamber of Commerce, since 2020, we have provided pro bono legal support to entrepreneurs who wish to develop, optimise, sell or terminate their business through the #ReAct programme. We offer assistance in aspects such as choosing their legal structure, determining their commercial strategy, and protecting their brand, helping to ensure a vibrant small business ecosystem.



“Our firm stays ahead of the curve, boldly embracing the transformative power of innovation and technology to enhance our leadership. It has been thrilling to merge my deep passion for legal counselling with my keen interest in emerging technologies and lead the integration of AI into our due diligence offer, therefore unlocking new possibilities and setting a standard for the future.”

Cheikh Ndiaye, Counsel



# 4 COMMITMENT

## Safeguarding our clients' and team members' data

A RESPONSIBLE PARTNER

Information is one of our most valuable assets, and like any other business asset, it must be protected, especially in the context of the growing use of emerging technologies such as artificial intelligence. Recognising the importance of protecting data, we adhere to strict confidentiality and data protection standards, an essential foundation of the trust our clients put in us.

### Confidentiality, the bedrock of our profession

As a law firm, Elvinger Hoss Prussen is subject to strict confidentiality rules under Luxembourg law and the professional rules of the Luxembourg Bar. We disclose client related information only in the circumstances provided in the law, in accordance with our professional regulations, or on instruction by the client, as set out in the [Privacy Policy](#) available on our website.

### FOCUS

#### A large and robust personal data protection governance framework

Elvinger Hoss Prussen implemented a robust personal data protection governance framework to ensure compliance notably with the requirements of the EU General Data Protection Regulation:

- Our Data Compliance Officer, sitting within our compliance department, is in charge of our personal data protection and privacy compliance supported by partners specialised in GDPR (altogether the Data Compliance Team).
- Our Data Task Force meets monthly with the Data Compliance Team, General Manager, and, when relevant, a data protection champion appointed within each department.
- The Data Task Force reports on a biannual basis to the Compliance Committee and annually to the Board of Directors. The Data Task Force ensures the approval, implementation and follow-up of all data protection and privacy-related projects.



### Ensuring data protection notably through a comprehensive IT tool procurement and security review aligned with the professional rules of the Luxembourg Bar

We designed our internal IT tool procurement policy in accordance with the professional rules of the Luxembourg Bar and more specifically with the requirements outlined in the Bar's Circular on the infrastructure of law firms. The policy applies across all IT services and tools used by our firm and includes specific requirements for cloud technologies where appropriate. For each new IT project, we conduct a thorough review of all aspects of the tool - including full compliance assessment of security, confidentiality and contractual arrangements - before it is deployed.

For every category of IT services and tools, we have established a well-defined process to ensure robust data protection, which includes:  
→ ensuring we have strong contractual arrangements in place with each IT service provider detailing notably confidentiality obligations, data storage and processing locations (the EU whenever possible) and outsourcing terms.

## KEY FIGURE

→ 100%  
of our new joiners have been trained in cybersecurity best practices, confidentiality obligations and data protection principles

→ when evaluating cloud solutions, checking storage locations, encryption in transit and at rest, and access restrictions. Strict authorisation, access controls and confidentiality obligations mechanisms are enforced for all maintenance activities. We also check the service level agreement to ensure confidentiality, integrity and availability.

In accordance with the above analysis, we may implement additional security measures such as encryption, specific access rights management and monitoring.

### Implementation of a data loss prevention and incident response strategy

We have implemented a series of measures to protect our IT infrastructure, including strong account authentication and access management, email and web access protection, penetration testing and network segmentation for our production networks to mitigate the risk of contamination in the case of a cyberattack.

## FOCUS

### Training team members to ensure the highest level of data protection

A key priority is training our members in data protection through training sessions, webinars and workshops.



We are deploying a data loss prevention and incident response strategy by gradually implementing solutions, including the use of a managed security operation centre, threat monitoring/intelligence, vulnerability management, event log management, anti-malware defense, network monitoring and defense, which immediately alerts us to any abnormal data behaviour. We have a data-backup solution in place, which allows us to recover data even in the event of a cyberattack.

### Embracing our responsibility to protect the personal information we collect

As mentioned in our [Privacy Policy](#), we consider that we are - in many cases - the controller of the personal information we collect, receive and otherwise process. We may also act as

a processor in specific circumstances where we receive strict and detailed instructions to process personal information on behalf of third parties. A list of the categories and locations of our IT providers acting as processors is available on [our website](#). We have a data processing agreement covering the requirements of Article 28(3) of the GDPR with all the IT service providers who act as processors on our behalf. Where applicable, we ensure that standard contractual clauses are in place with the relevant parties. Technical and organizational security measures are assessed by our Chief Information Security Officer.

# A RESPONSIBLE EMPLOYER

For Elvinger Hoss Prussen, being a responsible employer goes beyond offering competitive salaries and benefits. It involves creating a diverse, inclusive and nurturing work environment which enables that each of our team members is able to thrive professionally, provided with opportunities in line with their aspirations.



“Our team members are our greatest asset. Their growth and well-being are paramount to our success. We foster a culture of mutual respect, trust and commitment and prioritise providing our team members with an excellent quality of life at work and the tools to maintain a satisfying work-life balance. We embrace our team members’ differences, taking tangible actions within our company to advance diversity and inclusion, as well as supporting organisations outside the firm to promote fair treatment and equity.”

Katia Panichi, Partner

### Elvinger Hoss Prussen has three unwavering commitments as an employer:

Promoting career development

- 2030**
- Ensure that all our team members benefit from relevant training every year
  - Continue to ensure that all our team members receive an annual performance review to encourage their career development

Nurturing a supportive and friendly working environment

- 2030**
- Maintain zero cases of proven harassment or discrimination within the firm
  - Foster a workplace conducive to a better work-life balance
  - Maintain 80% member satisfaction regarding their workstation
  - Reduce psychosocial risks

Fostering an empowered, diverse and inclusive workplace

- 2030**
- Continue to be an example in gender equality



# 1 COMMITMENT

## Promoting career development

A RESPONSIBLE EMPLOYER

We want our team members to feel valued and to thrive. One of the ways we do this is to foster a collaborative spirit within the firm. We also want every team member to thrive individually, and we endeavor to provide them with the necessary support and training to fully develop their professional goals through our career development programme and our mentoring programme.

### The Elvinger Hoss Prussen career development programme

The Elvinger Hoss Prussen career development programme was established several years ago with the aim of enabling each of our team members to develop their potential to the fullest.

Our in-house training programme centralises all training sessions available to our team members. These cover a wide variety of subjects, ranging from legal topics, soft skills and personal development).

In 2023, we launched the development of a digital platform to bring together the training sessions available to our team members.

From the end of 2024, team members will be able to access these training sessions flexibly at their convenience from everywhere.

### KEY INDICATORS

#### 2030 goals

→ continue to ensure that all our team members receive an annual performance review to encourage their career development

#### In 2023

→ 100% of our team members received an annual performance review

→ 23 hours of job training on average completed by each team member



### The knowledge team: developing excellence and innovation

Our knowledge-development team is piloted by experienced lawyers whose objective is to provide all team members with professional legal support by identifying, collecting and spreading the knowledge generated throughout the organisation. This team is also in charge of legal training across the firm, providing in-depth introductory on-the-job instruction to our junior lawyers, as well as developing and coordinating specific advanced legal training for our practice teams.

Each of our team members benefits from personalised support and individual opportunities that align with their aspirations. Every year, each of them receives an annual performance review to discuss the achievement of their objectives for the year and their longer-term career aspirations.

In addition, all of our lawyers receive an informal mid-year assessment with the partner who mentors them to discuss their progress and any issues.

### Working together, learning from each other

A key focus for the firm is to allow our team members to learn from each other. We organise weekly group breakfasts involving partners, counsels, associates, support lawyers and trainees - a great forum for our lawyers to report on their activities, share knowledge and discuss current legal topics.

Mentoring by senior lawyers is an important part of career development at the firm. Our young lawyers work in teams with partners and counsels in a hands-on approach that ensures they develop specialist and generalist legal skills and allows everyone to learn from one another. Associates and more experienced lawyers also have a dedicated partner or counsel who closely follows their development.

### Training and empowering the next generation of lawyers

We are committed to transmitting knowledge by identifying and training promising lawyers as future team members.

In 2023, we welcomed more than 60 law students as interns. Each internship is centred around an engaging legal challenge, with a debriefing at the end by one of our partners to pass on their experience and expertise. Interns that are hired are supported through a "Welcome training programme" during their first two years at the firm and are mentored by our senior lawyers.





## 2 COMMITMENT

# Nurturing a supportive and friendly working environment

A RESPONSIBLE EMPLOYER

The legal profession is demanding, and our team members strive every day to deliver excellence to our clients. To create a supportive and friendly working environment, we continually endeavour to promote well-being at work, to encourage work-life balance and to prevent all forms of discrimination or harassment.

### Zero tolerance for harassment

Elvinger Hoss Prussen is committed to preventing all forms of harassment. Our goal is to ensure a safe and respectful working environment for all our team members, and we take a zero-tolerance approach to harassment in any form. Fostering a culture of respect and integrity is paramount to the firm. We have a comprehensive Harassment Prevention Policy that is reviewed and updated regularly to uphold these values.

We regularly conduct team member awareness-raising campaigns about harassment and discrimination in the workplace. We have also implemented a clear reporting mechanism enabling our team members to anonymously report any form of harassment they have experienced or witnessed.

### Continuously improving quality of life at work

We strive to ensure a high quality of life at work for our team members and to make their working days easier. In 2023, we conducted a team member satisfaction survey to identify issues and to guide initiatives to make sure that we provide a rewarding work environment. We have regular discussion groups focused on topics related to well-being and fulfilment at work and work-life balance.

### FOCUS

#### Leveraging innovation to reduce time-consuming daily tasks

We capitalise on innovation to enable our team members to focus on their primary mission: legal service. To provide assistance with time-consuming daily tasks, a number of state-of-the-art tools have been deployed, such as the automation software Contract Express and the legal AI co-pilot Luminance.

### KEY INDICATOR

#### Our goal

→ Maintain zero case of proven discrimination or harassment within the firm.

Finding new ways to enhance well-being at work is an ongoing process. In 2021, we created a Hospitality Management team, which focuses on organising social activities. In 2022, we launched the Elvinger Hoss Prussen “Fit for Health and Fit@work” programme, which offers team members access to free sports and classes such as yoga, relaxation therapy, running, pilates, etc. Healthy lunches and fresh fruit are provided, as well as an in-house food delivery service. Our team members have access to laundry services. Flexible working allows our team members to work remotely two days per week in accordance with the needs of their service and the rules of their country of residence. For those who wish to work part-time, this is permitted whenever possible.





KEY INDICATORS

In 2023

- Implementation of remote working for all employees to enhance productivity, improve work-life balance and flexibility, reduce costs, and minimise environmental impact of both staff and employer.
- Only 3 workplace accidents
- 100% of our managers received management training

Supporting mental health at work

In a demanding job with exacting standards for delivering the best and most accurate advice to clients, it is critical to mitigate psychosocial risks such as stress that could affect team members' mental health. We organise awareness and prevention workshops and webinars on topics such as stress and workload management, and every manager is trained to identify and address psychosocial risks that could affect their teams.

FOCUS

Upgrading our workstations

Improving the ergonomics of our workstations is one of our key priorities to promote health and well-being. In 2023, we started installing standing desks in our office in Luxembourg, and we aim to equip all our workstations in our Luxembourg and Paris offices with standing desks by the end of 2026.

KEY INDICATOR

2030 goal

- Maintain 80% satisfaction regarding workstations

Building a sense of community

Beyond a workplace, Elvinger Hoss Prussen is a community. Our team members work together and play together, in social events ranging from Get Together lunch or dinner activities, a biennial skiing weekend, and sports such as football or pilates.





# 3 COMMITMENT

## Fostering an empowered, diverse and inclusive workplace

A RESPONSIBLE EMPLOYER

We cultivate a culture of openness and inclusion and offer equal opportunities to anyone who shares our values, regardless of race, ethnicity, nationality, background, religion, belief, gender, language, sexual orientation, gender identity, age, health or any other status.

### A firm enriched by diversity

Our strength stems from the diverse backgrounds of our team members, whose experience allows us to see issues from different perspectives. Today, 63% of our firm and 45% of our partners are women, an exceptional level in Luxembourg and Europe. Our team hails from more than 35 nationalities.

### KEY FIGURES

## The Elvinger Hoss Prussen team as of 2024

→ 35 nationalities

→ 63% women, including 45% of partners

→ 6.3 years of average seniority

We have a zero-tolerance policy to all forms of discrimination. Our Diversity and Inclusion Policy outlines our non-derogable principles: equal recruitment and equal development opportunities, equal pay, and a working environment free from any form of discrimination or harassment.

Concrete actions include:

- Monitoring data to help identify obstacles to career development for women and minorities
- Implementing specific diversity initiatives and tools to promote career development and inclusion
- Strengthening our involvement in organisations active in promoting equality and diversity

### FOCUS

#### Empowering women

We are one of two European law firms of our size with the highest proportion of female partners. This achievement is the result of a long-standing commitment to empowering women. We appointed our first female partner in 1993, and for over two decades our managing partner has been a woman.

To translate this commitment into action, we closely monitor several indicators.

In 2023:

- Proportion of women by grade:
- Partners: 45%
- Counsels: 73%
- Associate lawyers: 58%
- Senior lawyers: 56%
- Staff: 72%

We signed the Diversity Charter Lëtzebuerg created by IMS Luxembourg (Inspiring More Sustainability). This charter is a voluntary commitment by any organisation in Luxembourg to promote diversity through concrete actions that go beyond legal obligations.

### Raising team members' awareness about diversity and inclusion

Raising awareness and combating misunderstanding, stereotypes and unconscious bias are key in our strategy to foster a more diverse and inclusive workplace. We embrace a broad concept of diversity, encompassing any personal situation that may lead to discrimination, including invisible disabilities or illness.

We also support external non-profit organisations dedicated to promoting diversity and inclusion and regularly organise awareness-raising events and discussions within the firm. In 2023:

→ We were Head Sponsors of Luxembourg Pride organised by Rosa Lëtzebuerg, the national LGBTQIA+ Association. By sponsoring this high-visibility event, we sought to convey a powerful message of diversity, inclusion and acceptance beyond the walls of our firm. Around 40 team members participated in the first edition of the charity's Luxembourg Pride Run, an event that brings together companies, non-profits, friends, families and anyone else who wants to show support for the LGBTQIA+ community. In addition to financial support, we offer the non-profit pro bono assistance with legal issues.

During Pride Week, we organised an in-house presentation by the non-profit's director, Nicolas Van Elsué, to raise our team members' awareness about the discrimination LGBTQIA+ individuals may face.

We also organised an in-house presentation on gender bias with IMS Luxembourg.

→ For Pink October, we ran an awareness-raising campaign about breast cancer. This was also the occasion to hold a member awareness presentation to give advice on how to best support someone who is battling cancer, a key priority for us to show our support for team members currently fighting illness.

## FOCUS

### Promoting diversity and inclusion in recruitment

We endeavour to find, recruit and create opportunities for law students, graduates and professionals from diverse backgrounds, nationalities and universities. We believe our firm is made stronger by talent willing to bring new ideas, learn with us, grow with us and share our values. Ethics and respect are at the core of our recruitment process, which guides and supports candidates of all levels through the recruitment and onboarding process.



“Elvinger Hoss Prussen prioritises promoting diversity and inclusion within its walls, as well as extending its core values beyond the firm by supporting non-profit organisations committed to building a fairer society.”

Jeanne Mocellin, Diversity and Inclusion Officer



## KEY INDICATOR

### In 2023

→ we organised three conferences to raise awareness about diversity and inclusion. We also sponsored four initiatives organised by non profit organisations.

# A RESPONSIBLE MEMBER OF SOCIETY

As a value-driven firm and a responsible member of society, Elvinger Hoss Prussen actively supports philanthropic initiatives through sponsorships, donations or grassroots involvement, from long-term partnerships to specific solidarity or environmental actions locally or internationally. As part of the global community, we are committed to reducing our environmental footprint and playing our part to protect the planet.



“Our society is currently facing unprecedented challenges. As lawyers, we believe that we have a major role to play in improving the quality of life in our communities and in creating opportunities for everyone: today and tomorrow. These values are deeply rooted in the firm; philanthropy and responsible citizenship have always been part of our DNA.”

Thierry Kauffman, Partner

## Elvinger Hoss Prussen has two unwavering commitments to society:

Reducing our environmental footprint      2030 → Reduce our carbon footprint and our water consumption  
→ Recycle 75% of our office waste

Leveraging our expertise to support civil society      2030 → Offer support to at least five non-profit organisations with local and international reach  
→ Enable lawyers to offer pro bono assistance or skill-based volunteering





# 1 COMMITMENT

## Reducing our environmental footprint

A RESPONSIBLE MEMBER OF SOCIETY

Doing our part to build a more sustainable future is a key priority. To that end, we are implementing a number of initiatives to reduce our environmental footprint by minimising waste, water use and CO<sub>2</sub> emissions.

### Reducing office waste

In every area of our operations, we are working to identify ways to reduce the amount of waste generated by our activities and have implemented a range of measures to decrease this:

- All documents are printed on recycled paper and printers are equipped with badge readers to prevent any accidental printing. In addition, a waste sorting centre will also be set up on each floor of the firm so team members can easily separate their office waste for recycling.
- Water fountains have been installed on many floors, and team members have been provided with glass bottles. We have also installed water filters on taps to allow flat or sparkling water or hot water, helping to avoid plastic waste and the transport of bottled water.
- We are replacing coffee-pod machines in the office with bean-to-cup machines.

Aside from reducing day-to-day waste, we also work to avoid discarding electronic waste by optimising the lifespan of computers and smartphones.

Our actions to enhance individual and collective responsibility for reducing waste through sorting and recycling have been recognised since 2011 by the “SuperDrecksKëscht fir Betriber” quality label, which certifies companies with good waste management.

### KEY INDICATORS

#### 2030 goal

→ 75% of our office waste is recycled

#### In 2023

→ 98.3% of the paper we used was eco designed and carbon neutral paper



“ We are dedicated to reducing our environmental footprint and are actively implementing sustainable practices from reducing office waste to lowering our energy consumption to ensure a greener future for our firm and our community.”

Joachim Cour, Partner

### Reducing our travel carbon footprint

In terms of professional travel, we aim at launching a comprehensive evaluation of the environmental impact of our team members' business trips.

The results of this will guide us in outlining a new mobility policy, which should be in place by 2025. In 2024, we will host a climate workshop based on the role-play training devised by the non-profit organisation Fresque du Climat to educate our team members about factors contributing to climate change.

### Promoting the use of electric vehicles

In 2023 we increased our efforts to accelerate the adoption of electric mobility by offering the option to allocate all or part of their annual salary increase to leasing an electric vehicle. This measure enables them to choose to protect our planet as well as to benefit from financial incentives.

### Reducing our energy and water consumption

We are continually working to find ways to minimise our consumption of energy and other resources. Both our water consumption and our energy use are monitored, and energy-efficiency is considered in the purchase of all new equipment and in renovation decisions.

## KEY INDICATORS

### In 2023, we consumed:

→ a total of 1 412 187.763M Kwh of energy

→ 612.3k Kwh of electricity

→ 68 975.2 m<sup>3</sup> of gas for 3 of our buildings

→ 2 268.9 m<sup>3</sup> of water for 3 of our buildings

### Responsible purchasing

Responsible purchasing is one of the pillars of our global strategy to reduce our environmental footprint.

In 2024, we created a new position within the firm to ensure we select suppliers whose practices are respectful of the planet and society. One of our actions was to stop importing water bottles, which we replaced with local water. We have developed a responsible purchasing policy in 2024.

### Assessing our carbon footprint

Measuring our environmental impact is an essential first step to allow us to identify actions to reduce it. To this end, we plan to complete a comprehensive carbon footprint assessment by 2025, considering both our direct (scopes 1 and 2) and indirect (scope 3) emissions.







## 2 COMMITMENT

# Leveraging our expertise to support civil society

A RESPONSIBLE MEMBER OF SOCIETY

Making a positive difference for others is the purpose of Elvinger Hoss Prussen, in our work and in our philanthropy. We endeavour to improve the lives of fellow citizens, including the most vulnerable, and actively support a number of philanthropic initiatives through sponsorships, donations or grassroots involvement, from long-term partnerships to specific solidarity actions in communities.

### Supporting non-profit organisations

In every area of our operations, we have forged long term partnerships with non-profit organisations:

- Friendship: a non-profit organisation that provides remote communities in Bangladesh with equal opportunities to live in dignity and hope.
- Kriibskrank Kanner Foundation: which aims to raise awareness of childhood cancer, support affected families and actively promote paediatric oncology research.
- Luxembourg Red Cross: as a global partner to this NGO, we provide fundraising, pro bono assistance and volunteering. We participate in their annual donation drive to collect material for refugees, organise internal fundraising events and encourage blood donation, involving our entire staff to improve the lives of vulnerable people.
- SOS Villages d'Enfant Monde: this NGO acts internationally to ensure that children can grow up in families where they are loved, cared for, supported and protected. We have advised and supported this NGO with pro bono assistance in various legal matters for many years.

In addition to long-term partnerships, we have a dedicated budget for one-off donations in times of crisis that is provided to organisations responding to specific events such as natural disasters (floods, earthquakes, etc) or conflicts.

## KEY INDICATORS

### 2030 goal

- Offer support to at least five non-profit organisations with local and international reach.
- Enable team members to offer pro bono assistance.

### In 2023

- We offered pro bono assistance to 11 non-profits, providing a total of 544 hours of services and involving 9 of our partners in pro bono assistance.

### Offering pro bono assistance

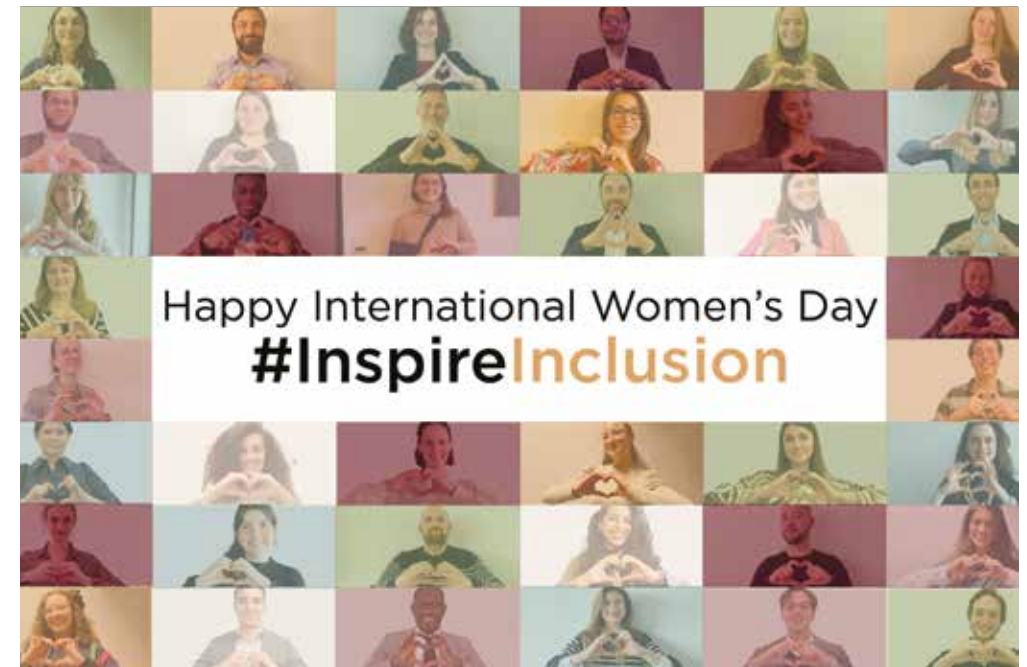
Offering pro bono assistance is one of the cornerstones of the philanthropic culture at Elvinger Hoss Prussen. By leveraging our expertise and resources to support non-profits, NGOs, foundations, we can make a tangible difference in addressing pressing social issues. For our team members, these missions provide opportunities to apply their skills in meaningful ways, fostering both personal and professional growth while creating lasting positive impact.

## FOCUS

### Kass Haff: cultivating sustainable farming and education

We provide support to Kass Haff, a Luxembourg farm that applies and promotes biodynamic and organic agriculture. In addition to producing food, they welcome some 50,000 people a year, mostly children, to raise awareness about sustainable agriculture practices.





**FOCUS**

**The Kairos Programme**

In 2023, we chose to join Kairos, a programme that connects businesses and non-profits in the Luxembourg ecosystem to boost solidarity initiatives and increase their social impact. As part of this programme, we are committed to providing pro bono assistance to five non-profit organisations. Around 50 of our team members will be able to take part in this initiative and make a commitment to the non-profit of their choice.

**Providing legal advice for those in need**

Our conviction is 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. We regularly offer pro bono legal expertise to help communities on a range of issues they encounter, with the same high standards of client service as for our fee-paying clients.

**FOCUS**

**The #ReAct programme**

Since 2020, we have been providing pro bono legal assistance to entrepreneurs whose businesses were negatively impacted by the COVID-19 pandemic through the #ReAct programme created by Luxembourg's Chamber of Commerce.





# 1 FOCUS

## Helping children with cancer with the Kriibskrank Kanner Foundation

A RESPONSIBLE MEMBER OF SOCIETY

### The Kriibskrank Kanner Foundation

One of the charities we support is the Kriibskrank Kanner Foundation, which has been easing the lives of children fighting cancer and their families for 35 years.

The foundation's actions:

→ Help improve the physical and psychological situation of children and their families from diagnosis to remission. To make this support as accessible as possible, the foundation runs three establishments, including *La Maison des Enfants* in Luxembourg, which hosts activities and offers administrative assistance.

→ Raise awareness of childhood cancer and protect children's rights by actively taking part in working groups or initiating meetings with decision-makers.

→ Support paediatric oncology research by funding selected projects with the goal of increasing the cure rate and the quality of life of survivors.

### Sponsoring the LÉTZ GO GOLD charity run

Each year, the Kriibskrank Kanner Foundation organises the LÉTZ GO GOLD charity run. We have been one of the main sponsors of this run since its creation 6 years ago. We are extremely proud of our dedicated team members who join the corporate running team every year to aid in raising funds and awareness.

Throughout the year, we also offer the foundation pro bono assistance with legal issues.

**In 2023, our team members rallied in force for the LÉTZ GO GOLD run:**

→ 60 joined the run

→ + €80.000 donating

→ 15K in sponsorship from the firm

→ 56h of pro bono



“The success of the partnership between the Kriibskrank Kanner Foundation and Elvinger Hoss Prussen lies in our shared values: mutual aid, compassion and trust. We believe this collaboration makes our firm stronger by allowing our team members to tangibly commit in favour of a cause they care deeply about. Participating in events organized by the Kriibskrank Kanner Foundation also directly contributes to fostering connections between our members and to building a sense of community within the firm”

Caroline Bocklandt, Partner

## 2 FOCUS

# Advocating for inclusivity and tolerance with Rosa Lëtzebuerg

A RESPONSIBLE MEMBER OF SOCIETY

Over the years, Elvinger Hoss Prussen has established close ties with Rosa Lëtzebuerg, the National LGBTQIA+ Association in Luxembourg. This partnership was chosen as the charity shares values that we strive to extend both within and beyond our walls: diversity, inclusion and acceptance.

We are one of the head sponsors of Luxembourg Pride, an event organised by Rosa Lëtzebuerg. In 2023 around 40 of our team members participated in the first edition of the charity's Luxembourg Pride Run. This event brings together companies, non-profit organisations, friends, families and anyone else who wants to show support for the LGBTQIA+ community and help create a more inclusive and equal world.

Throughout the year, we also organise in-house events such as a conference to raise our team members' awareness about the discrimination LGBTQIA+ individuals may face. For instance, during 2023 Pride Week, we organised a presentation by the current director of Rosa Lëtzebuerg, Nicolas Van Elsué.



“Elvinger Hoss Prussen is firmly committed to promoting diversity and inclusion, and our involvement with the non-profit Rosa Lëtzebuerg is one way we do this. I was thrilled to see the firm's enthusiasm when I suggested launching a communication campaign to encourage our team members to participate in the Pride Run. Around 40 of us joined the race, and we were proud to represent the company's values and spread a message of tolerance in wider society.”

Dimitri Cuvelier, Associate







### 3 FOCUS

## Providing help for remote communities with Friendship

A RESPONSIBLE MEMBER OF SOCIETY



### A partnership to aid the most vulnerable

We established a partnership with the non-profit Friendship over 15 years ago. Founded in Bangladesh in 1998, this non-profit works to identify and reach the poorest and most marginalised communities in Bangladesh. Its primary mission is to help the destitute on chars, the Islands in the Brahmaputra River, and to bring emergency relief and rehabilitation to disaster-stricken areas of the country. It acts in the areas of health, education, economic development and emergency assistance, as well as the promotion of cultural preservation.

### Supporting the Friendship Inclusive Citizenship Programme and offering pro bono assistance

We have been providing support to Friendship's Inclusive Citizenship Programme for many years. The Programme aims to raise awareness regarding the penalties for violation of rights among remote communities in Bangladesh. It also establishes a safe outlet for reporting such incidents by setting up legal booths open to everyone where people have access to legal workers trained by Friendship. Some of Elvinger Hoss Prussen team members volunteered to work on the field and spent several months in Bangladesh to train local populations on legal topics. Beyond supporting the Friendship Inclusive Citizenship Programme, we also offer them pro bono assistance with legal issues.



“What makes the partnership with Friendship so special is the unwavering dedication of members of our team who believe in the project so strongly. Our involvement goes well beyond financial support. We have also tapped into our network to raise awareness of Friendship in Luxembourg and Paris to enhance its visibility and impact.”

Marc Elvinger, Partner and Chairman of Friendship Luxembourg



## Laura Arpetti

partner at Elvinger Hoss Prussen and former participant in the Friendship Inclusive Citizenship Programme in Bangladesh

*Why did you choose to participate in the Friendship's Inclusive Citizenship Programme?*

Having long been impressed by the work of Friendship, I immediately seized the opportunity to join them when they looked for lawyers to work for them in the field, in Bangladesh, for several months. I was particularly enthusiastic about this opportunity to apply my skills to address a pressing social issue. I am still a Friendship volunteer, and I am proud to be!

*What impact did this experience have on your career?*

It was a truly humbling experience. It also reinforced some of my strongest beliefs - that the law and legal professionals

should always serve those in need - and underscored how crucial it is that people are perfectly aware of their rights and how to have them enforced.

*Did this experience impact your perception of the role that companies should play today in building a more sustainable future?*

I am convinced that firms have a crucial role to play in building a fairer society and a strong responsibility to always put people - both their team members and civil society - first. That is how they will differentiate themselves from their competitors and attract the best talents. I am personally very proud to work for a company as committed to philanthropy as Elvinger Hoss Prussen.

### Increasing the visibility of Friendship's work

Another way we support Friendship is by boosting its visibility in Europe. Founder and Executive Director Runa Khan was the keynote speaker at the opening of our Paris office in 2023. Elvinger Hoss Prussen and Friendship held another conference together

in the beginning of 2024. Both events were attended by clients, peers and other NGOs. Our long-term partnership is helping to build bridges and to make Friendship one of the most well-known and respected NGOs in Luxembourg.



## Runa Khan

a Bangladeshi social entrepreneur and the founder of Friendship

*The partnership between Friendship and Elvinger Hoss was established over 15 years ago. How has it enabled your NGO to grow and develop? What were the key milestones of this partnership?*

This partnership has enabled Friendship to grow with dignity and respect at every stage. Elvinger Hoss has consistently demonstrated a very valuable ability to understand our needs. They played a crucial role in enabling impactful outcomes for our shared efforts. Over the 15 years of this partnership, we helped and empowered more than a thousand communities.

*More generally, ESG issues have become prominent for companies in recent years. Many are now trying to strengthen their social impact to match investors' expectations. At the scale of Friendship, have you noticed this shift?*

When companies reach out to us to establish a partnership, it is generally part of strengthening their ESG policies. We are pleased that companies and investors are making ESG criteria a priority, as this is a driver of deep societal changes. We are proud to work with companies like Elvinger Hoss, which already made social impact a priority many years ago.



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