

## **CSR POLICY**

Dianati & Klink Larsen Advokatpartnerselskab

(January 2026)

This CSR policy is applicable to Dianati & Klink Larsen Advokatpartnerselskab

## **1 INTRODUCTION**

As a highly-specialised law firm, we recognise our obligations to the society we are part of. Therefore, CSR is an integral part of our vision. We are aware that we are by no means there yet, but what matters to us is that we are working on it and that we continuously develop and start new initiatives to take a greater share of our corporate social responsibility.

For us, CSR goes hand in hand with the development and improvement of our activities in general, and it is something we work hard on every day.

In particular, we focus on:

- Our employees and the working day in the office
- Our contribution to the surrounding community
- Our impact on the environment and climate

## **2 FOR OUR EMPLOYEES AND DURING THE WORKING DAY**

Our employees are the focal point of our workplace. We make significant demands on ourselves and our employees – professionally as well as on a personal and social level. It is vital to us that we are an attractive workplace that is capable of attracting good people and talent. It is important to us that nice and decent people help create the framework for the best workplace and a good working life.

We employ a larger team of students. They are a benefit in terms of the atmosphere in the office, just as they are indispensable in the daily work of the attorneys.

We have continuously employed staff on flexible terms. It is our clear view and experience that all employees create value, and we are proud to create a workplace with development opportunities for everyone regardless of background.

We have a flat organisation and collaborate in an informal way. Respect for the individual, regardless of title and work role, is an integral part of our values.

## **3 FOR THE SURROUNDING COMMUNITY**

Legal advice is our core business. Therefore, our attorneys, assistant attorneys and students make their competencies available in the form of various types of volunteer work.

This includes:

- Pro bono assistance in the form of training and free legal advice to associations and startups
- Pro bono board work for associations and start-ups

The foundation for our contribution to and collaboration with the surrounding community is closeness and presence. Therefore, we contribute as sponsors in several contexts and for various associations.

This includes:

- Sponsoring several sports clubs, cultural activities, voluntary associations, charitable purposes, etc.

## **4 FOR THE ENVIRONMENT**

Environmental considerations are important to us, and we do what we can to minimise our impact on the environment and climate.

We continuously review our work processes to improve them so as to reduce our environmental and climate impact. We focus on digital tools to promote efficiency but also to reduce the use of toner, copy and print.

We focus, prioritise and select our suppliers based on their eye for sustainability.

Examples include everything from organics in the lunch scheme to paper recycling, proper waste sorting, environmentally conscious cleaning and Nordic Eco-labelled products.