

Our ESG Principles

Gleiss Lutz is committed to the Ten Principles and 17 Sustainable Development Goals of the UN Global Compact. Our firm's ESG principles are aligned with the following six SDGs – areas where we, as a law firm, believe we can have the greatest impact.

3 GOOD HEALTH AND WELL-BEING



We prioritise the well-being and the mental and physical health of our entire staff. That's why each of our employees has access to a wide range of healthcare programmes, workshops and lectures as well as participation programmes and a variety of medical screenings.

4 QUALITY EDUCATION



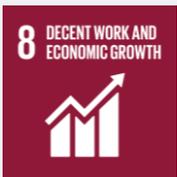
We actively encourage all employees to continuously broaden their knowledge and hone key skills – helping them acquire the expertise needed to further their personal and professional development. Our educational focus extends beyond our business, and is aimed at benefiting society as a whole. We have a longstanding tradition of fostering legal discourse through publications, lectures and close ties with numerous universities.

5 GENDER EQUALITY



We are committed to providing equal opportunities to all employees – regardless of gender, and across our entire organisation. Decisions on employee recruitment and professional development are made exclusively on the basis of expertise, quality of work and personal dedication to our clients and our firm. Under our anti-discrimination policy, equality of opportunity also applies to nationality, origin, age, religion and belief, disability, sexual orientation and identity.

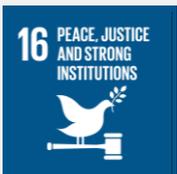
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We create and maintain a healthy working atmosphere and offer challenging, engaging assignments to nurture and develop talent. We provide all employees with a sustainable, modern workplace in a safe, non-discriminatory environment and fair compensation and benefits.



We take our obligation towards the environment and to future generations seriously, and we champion sustainability and environmental stewardship throughout the firm. We use resources responsibly and work continuously to optimise the buildings we use, our travel arrangements, our IT infrastructure, the materials we consume and our processes to make them as environmentally friendly as possible.



As a successful, values-based premium business law firm, we believe that making a tangible contribution to ESG is part of our social responsibility. That particularly includes areas with proximity to law – such as access to justice and upholding the rule of law – across all levels, from institution to individual. We take our role as independent legal advocates seriously, and perform that role to the best of our ability. We are active in legal and professional associations and make contributions to furthering the rule of law that go beyond casework for our clients.